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UNITED STATES NAVY AND UNITED STATES NAVAL RESERVE



FISCAL YEAR 1989 MILITARY EQUAL OPPORTUNITY ASSESSMENT



DEPARTMENT OF THE NAVY

OFFICE OF THE CHIEF OF NAVAL OPERATIONS WASHINGTON, DC 20350-2000

> IN REPLY REFER TO 5354 OP-151/OU579301 6 MAR 1990

From: Chief of Naval Opera ons

Subj: U.S. NAVY FISCAL YEAR 1989 MILITARY EQUAL OPPORTUNITY ASSESSMENT

Ref: (a) DoD Directive 1350.2 of 23 Dec 88 (NOTAL)

(b) DoD Instruction 1350.3 of 29 Feb 88 (NOTAL)

Encl: (1) U.S. Navy Fiscal Year 1989 Military Equal Opportunity Assessment

> (2) U.S. Naval Reserve Fiscal Year 1989 Military Equal Opportunity Assessment

Reference (a) requires each Department of Defense component to submit a Military Equal Opportunity Assessment (MEOA) for the fiscal year. Enclosures (1) and (2) are the MEOAs for Navy active and reserve components respectively. The MEOA data are presented and analyzed as prescribed by references (a) and (b). The MEOA is designed to measure the effect of affirmative action planning (AAP) and other equal opportunity initiatives and provide the rationale for establishing and updating AAP goals, objectives, and actions.

- Inquiries regarding the material contained in enclosure (1) may be addressed to: Commander, Naval Military Personnel Command, Equal Opportunity Division (NMPC-61), Navy Department, Washington, DC 20370-5610. Telephone numbers are: Commercial (202) 694-2007 or AUTOVON 224-2007.
- Inquiries regarding the material contained in enclosure (2) may be addressed to: Commander, Naval Reserve Force, Equal Opportunity Assistant (Code 009B), 4400 Dauphine St., New Orleans, LA 70146-5000. Telephone numbers are: Commercial (504) 948-5306 or AUTOVON 363-5306.

J. M. BOORDA

Vice Admiral, U.S. Navy

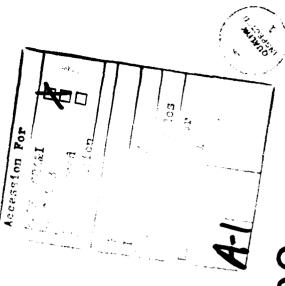
Deputy Chief of Naval Operations

(Manpower, Personnel and Training)

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UNITED STATES NAVY





STATEMENT "A" per Cmdr. Willis Office of the Chief of Naval Operations/ NMPC-61, Washington, DC 20370-5000 TELECON 5/25/90 VG

FISCAL YEAR 1989

MILITARY EQUAL OPPORTUNITY **ASSESSMENT**

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EXECUTIVE SUMMARY

these actions were implemented in 1989. Navy endeavors to enhance EO have concentrated on Command Managed Equal Opportunity (CMEO), EO training, the Navy Affirmative Action Plan (NAAP), Equal Opportunity Program Specialists (EOPS), increasing minority accessions, reducing attrition, improving the distribution and assignment of minorities, equitable Fiscal year 1989 Equal opportunity (EO), the keystone for quality of life, transcends current budget engendered by the 1988 Chief of Naval Operations (CNO) directed study of Eo in the Navy. CNO approved 66 actions designed to improve Navy's EO environment and over a third of concerns and endures as a main focus of attention for Navy leadership. Fiscal yeares the beginning of resurgent attention directed towards enhancing EO Navy-wide, advancement and promotion opportunity, and balanced career progression.

Navy leadership is committed to a renewed emphasis on EO that builds on past gains. Improved quality of life for Navy personnel, increased readiness, and sustained mission accomplishment can be attained only if EO remains in the forefront.

Black enlisted composition, and retaining minorities; however, there continues to be areas Navy has made notable progress in increasing the inventory of minority officers, in which progress has been sluggish. Navy leadership concerns are:

- Shortfalls in Black and Hispanic officer and Hispanic enlisted accessions
- Under-representation of minority officers in air and undersea warfare specialties Small number of minority and women officers eligible for and being selected for
 - The low number of minorities and women at the senior officer and enlisted levels Command
- The over-representation of minorities in enlisted ratings with lower advancement opportunities

percent Black population in the U.S.). However, the Navy continues to have difficulty attracting a representative share of Black officers (currently 3.3 percent Black officers The Navy has also made progress towards attaining a demographic force within a sound percentage of Blacks in the general population (16.9 percent Black enlisted versus a 12.1 compared to about 6 percent of the U.S. Black population with college degrees). Compared with their numbers in the overall population, Hispanics are under-represented in the Navy (approximately 5.4 percent Hispanic enlisted versus 7.9 percent Hispanic population and Currently, the Navy Black enlisted population is above the equal opportunity climate.

As the percentage of Hispanics in the U.S. increases and the overall majority youth population decreases, it will become increasingly important approximately 2.2 percent Hispanic officers compared to 3 percent of the U.S. Hispanic to tap this growing market to meet our future personnel requirements. population holding college degrees).

We must continue to prepare future changes in the demographic balance of the country by: These estimates present a challenge to the U.S. Navy.

- Ensuring an enlisted demographic mix that reflects the general population
 - Ensuring all Navy personnel are given equal advancement opportunities
- Ensuring a demographic balance of minorities at the senior officer and enlisted

The information contained in the following pages reflects our current status and the scope of the challenge that remains before us. The FY-89 Military Equal Opportunity Assessment Report for the Navy is submitted DoD Instruction 1350.3 dated 29 February 1988. The data is current as of 30 September 1989. The following paragraphs provide a brief analysis of each reported category.

SECTION I: RECRUITING AND/OR ACCESSIONS

Goal: Provide sufficient accessions to attain and maintain demographic composition goals.

Assessment

fficers:

percent Black and 4 percent Hispanic officers annually. This should result in attaining 6 percent Black officers by the end of FY-2000 and 3 percent Hispanic officers by the end of Education representation figures for Black and Hispanic college graduates. In 1988 the Chief of Naval Personnel directed officer accession sources to commission at least 7 Based on the 1980 census, minority officer composition is below Department of

- Officer Candidate School (OCS) exceeded the Black goal but did not attain Hispanic of combined commissionings for OCS and AOCS were above goal for Hispanics but The opposite was true for Aviation Officer Candidate School (AOCS). goal for Blacks.
- undergraduate class composition indicates that Hispanic goal will be attained in - Naval Reserve Officer Training Corps (NROTC) fell short of goal in FY-89. FY-91 and Black goal in FY-92.
- academy instituted an academic intervention program designed to reduce attrition and - The Naval Academy exceeded Hispanic goal but did not attain Black goal. expects to begin attaining Black goal starting with the Class of 1994. has increased recruiting efforts to attract more Black candidates.
- Direct appointment recruiting goals were not attained but the Black and Hispanic direct commissions were at and above goal respectively.
- Enlisted commissioning goals are being attained.
- Interim FY-89 goals to increase the inventory of Black and Hispanic pilots and naval flight officers were exceeded for Hispanics but fell short for Blacks.

nlisted:

Hispanic accessions have exceeded a recruiting goal of 9 percent but are not appreciably Hispanic enlisted composition was 5.6 percent at the end of FY-89 and is below the expanding U.S. Hispanic composition figure (currently estimated to be 7.9 percent) closing the Hispanic composition gap between the Navy and the U.S. population. minorities are adequately represented in Navy enlisted end strength.

Actions taken:

- Began phased-expansion of Broadened Opportunity for Officer Selection and Training (BOOST) by 100 Navy students (30 additional openings in FY-89). BOOST provides upward mobility for disadvantaged college-bound students who desire a naval commission.

- Expanded Baccalaureate Degree Completion Program (BDCP) in FY-89 to make it similar programs are designed to access highly qualified minority students while they are to the successful Nuclear Propulsion Officer Candidate (NUPOC) program. still juniors in college.
- Established minority goal of 75 Blacks for Naval Academy Preparatory School (NAPS).
- Encouraged minority applications from the fleet for officer accession programs
- Continued to implement initiatives to increase the inventory of Black and Hispanic aviators
- Established a working group to address minority under-representation in the submarine community.
- minorities and to foster female participation. JOBS was implemented to provide upward mobility opportunity to enlisted personnel whose scores on the Armed Services Vocational Aptitude Battery are not high enough to qualify for direct entry into a basic rating training ("A") school. Skills (JOBS) program, and expanded JOBS to provide training to Lower Mental Group - Established minority goals for the technical strands of the Job Oriented Basic
- Improved proportional distribution of minorities across the enlisted rating structure.
- Developed plans to access more Upper Mental Group Blacks.
- Implemented plans to reduce minority attrition at both officer and enlisted accession points.
- Developed plans to improve the Navy image in minority communities.

Actions Planned:

- Continue expansion of BOOST ceiling to 500 Navy students.
- Develop plans to enroll at least 75 midshipmen candidates in NAPS annually.

- Establish targets for fleet applications for BOOST, U.S. Naval Academy/NAPS, and
- portion of JOBS Program Electronics Strand for Navy Recruiting Command to fill first with minority accessions who qualify before opening to other qualified - Set aside a accessions.
- Continue to implement plans to improve the Navy image in minority communities.

SECTION II: COMPOSITION

minorities in the general population. Attain a minority officer population that reflects at least the percentage of minorities with college degrees in the general population. Goal: Attain a minority enlisted population that as a minimum reflects the percentage of

Assessment:

- Continued to have an under-representation of Hispanics in senior enlisted ranks E-6
- Continued to have an under-representation of Black and Hispanic officers in grades 0-4 through 0-6,
- Exceeded planned progress towards goal for Hispanic officers,
 - Fell short of the FY-89 interim goal for Black officers,
 - Remained short of the Hispanic enlisted goal, and
 - Continued to exceed Black enlisted goal.
- enlisted. A continuing concern is that the number of Black 0-6 officers has remained Navy is not on track to meet its composition goals for Black officers or Hispanic nearly constant for 12 years (31 at the end of FY-89).

Actions taken:

- Verified officer inventory goal attainment dates.
- · Developed realistic accession plans to attain goals.

Actions planned:

- Raise Hispanic enlisted composition goal to 8 percent to match projected Hispanic - Continue to develop officer and Hispanic enlisted accession plans to meet percentage of U.S. population in the 17- to 49-year old age group for 1990. composition goals.

SECTION III: PROMOTIONS

Ensure equal opportunity for promotion and advancements.

Assessment:

- Women continue to be under-represented at senior officer and enlisted levels, and the condition will continue for the near term. While selection opportunity for is comparable or higher than their male counterparts, the small number of women considered for promotion or advancement indicates that the Navy does not have a sufficient number of women competing for the senior grades.

- The number of minority officers eligible for command and promotion to Commander and Encouraging is the number of Captain continues to be insufficient to generate a substantial increase in the number of minority Captains or flag officers in the near-term. Encouraging is the number of minority line officers selected for Commander in FY-89, the highest in six years of

- The selections of Hispanic staff and line officers for promotion to Lieutenant and Black line officers for Lieutenant Commander are lower than the majority, but there

is no apparent pattern which would infer intentional bias.

less than the majority. Even with the advancement opportunities being comparable to the majority, the small number of minorities and females being considered for senior rates will keep the Navy from attaining a demographic balance at the senior enlisted - Advancement opportunities for females to E-6 and E-7 and for Blacks to E-7 were

policy was implemented to ensure that combatant manning requirements can be met and to support an equitable sea/shore rotation for all sailors in a rating. The effect is that some females could be precluded from advancement to allow a male to be advanced in a established in 1988 following recommendations by a Navy study of women in the Navy. Enlisted advancements are governed by the "advancement to requirements" policy

While women may participate in exams for any rating for This policy has only affected female advancements to E-4 in selected ratings since being which they are qualified and allowed to serve, women have the greatest opportunity for advancement in undermanned ratings where sea duty assignments for women are expanding. combatant sea intensive rating. implemented.

Actions taken:

- Boards continue to routinely include minority board membership to ensure greater sensitivity.
- Revised selection board precepts to highlight possible bias and other minority
 - issues identified by the CNO Study Group. Began development of equal opportunity training and instituted briefings for officers commensurate with their leadership position.

Actions planned:

- Implement equal opportunity training at all leadership levels.
- Increase awareness in commanders/commanding officers of their responsibility to keep minority officers competitive for promotion.

PROFESSIONAL MILITARY EDUCATION SECTION IV:

Ensure equitable selection of personnel to attend service schools and colleges and for postgraduate education. Goal:

Assessment:

lower rate than the majority; however, the number of minorities and women selected is increasing. A lower selection rate suggests that the records of minorities and women - Minority and women officers continue to be selected to attend service colleges at may not be as competitive when compared to the majority since the top 60 percent of The composition of the Naval Postgraduate - Minority and women officers were selected for postgraduate education at rates those selected for promotion are also selected to attend service colleges. School mirrors that of the Navy officer community. comparable with the majority in FY-89.

- Senior Enlisted Academy selections were comparable. The low number of American Natives being selected for and attending the academy is a concern even though the differences in selections between groups is not statistically significant.

Actions taken:

- Screening boards continue to routinely include minority board membership to ensure - Precepts to boards to draw attention to minority salection concerns continue. greater sensitivity.

Actions planned:

- Analyze the low selection rate of minorities and women to attend service colleges, - Analyze the low number of American Native selections for the Senior Enlisted proposing corrective action if needed.

Academy, proposing corrective action if needed.

SECTION V: SEPARATIONS

Ensure separation of personnel from active service without discrimination. Goal:

Assessment:

- American Native, Black, and Hispanic male enlisteds still have a higher number of other than honorable and judicial separations than the rest of the Navy.

Actions taken:

- Study initiated to identify reasons for Black and Hispanic enlisteds having higher rates of separations with other than honorable and judicial discharges.

Actions planned:

. Take corrective action besed upon study results.

SECTION VI: AUGMENTATION AND/OR RETENTION

Ensure minority augmentation and retention is comparable with total force retention. Goal:

Assessment:

- No American Native officer has applied for augmentation in - Augmentation of minority officers was comparable with the rest of the community selections or the absence of American Native augmentation requests for the last the three years data has been collected. The reason for the drop in Black male except for Black males. years is not known.
 - The reason for the lower rate is not known, and no clear trend - Retention of minorities was comparable with or higher than the majority in FY-89. Continuation rates of officers were comparable except for Asian American/Pacific Islanders in FY-89. is evident.

Actions taken:

- Study initiated to identify causes for variances in first term eligible to reenlist rates between minorities, especially Blacks, and the majority.

Actions planned:

- Take corrective action based upon study results.

SECTION VII: ASSIGNMENTS

Ensure equity in the assignment process for all Navy personnel.

Minority officers are detailed within the standard career development pattern made outside of normal career development patterns are made only to meet essential needs of the Navy. Particular care is taken to ensure that assignment officers and promotion development, and subspecialty tours unique to each officer designator. Assignments are of their particular community and as dictated by their performance. Career diversions made on the needs of the Navy, career development needs, and personal desires of the Officer career development focuses on leadership, operational, professional individual.

boards recognize the reasoning behind such career path deviations, and that an officer so assigned is judged only by his performance in the billet and not the billet itself.

and performance in supervisory, operational, or in-rating assignments. There is no formal examination for advancement to E-8/9, and selection is based upon performance in advancement to E-6 since advancement to this paygrade is based on performance, longevity, and formal examination. Advancement to E-7 is based upon longevity, formal examination, Enlisted assignments are based upon sea/shore rotation cycles, the needs of the Navy Specific assignments have no bearing on career supervisory, operational, or in-rating assignments. and the desires of the individual.

Assessment:

of minorities and women going to command has increased, but the small number is still not sufficient to support the Navy goal of a demographic balance at the senior Pacific Islander male and female officers going to major (0-6) command. The number was lower than the majority percentage as was the percentage of Asian American/ - The percentage of minority and female officers assigned to commander (0-5) officer and flag levels.

generally comparable between minority groups, women, and the majority. The number of minorities and women going to Executive Officer assignments has increased, but the - Executive Officer assignments, necessary for continued career progression, were small number is still not sufficient to support the Navy goal of a demographic

- Male minority officers were assigned less frequently to joint service billets in balance at the senior officer level.

FY-89.

all groups, but women were assigned less frequently than men. A demographic balance - Selections for command master chief assignments were generally comparable between in senior enlisted positions is needed to provide visible role models for junior

Actions taken:

- Continued review of minority officer assignments by senior supervisors in the NMPC Distribution Department and Equal Opportunity Division.

- Chief of Naval Personnel policy implemented for senior personnel leadership to plan career assignments for minority officers selected by boards of career significance.

DISCRIMINATION AND/OR SEXUAL HARASSMENT COMPLAINTS SECTION VIII:

Goal: Provide effective complaint procedures.

Assessment:

substantiated sexual harassment complaints is comparable for all women regardless of higher incidence of substantiated complaints than previously reported. The reports that could be accurately classified by tracked group suggests that the incidence of ethnicity. There were no substantiated discrimination complaints recorded at the The broader base indicates a headquarters level; however, the number of substantiated complaints reported by commanders in chief suggests that discrimination does occur. - Navy broadened the complaint data base in FY-89.

Actions taken:

- Complaint data base broadened.
- Grievance procedures publicized.
- Sexual harassment training required for all personnel.
- Shore commands required to designate an individual to assist personnel in processing complaints.
 - Commanders/commanding officers directed to act on reprisals promptly.

Actions planned:

- More detailed reporting of complaints to facilitate further analysis.

SECTION IX: UTILIZATION OF SKILLS

Ensure, within legal constraints, minorities and women participate equitably in occupational areas and warfare specialties.

Assessment:

Officers:

- Minority officers are under-represented in the aviation and submarine warfare areas and over-represented in professional, health care, administrator, and supply/

representation in the senior ranks will continue until minority representation in the officer Officers in warfare specialties generally advance to flag rank Women officers are overrepresented in health care and administrator areas. Increasing the number of billets open to women in aviation squadrons and ships will help increase the representation of women in the warfare specialties and give more women the The minority under faster and in greater numbers than their counterparts. unrestricted line community increases significantly. prerequisites for flag rank. procurement areas.

communications/intelligence, health care, other technical, and support/administration areas. Increasing the number of enlisted billets open to women in aviation squadrons They are over-represented in Enlisted women - Minority enlisteds continue to be under-represented in electronics repair, other and ships and encouraging women to transfer to more technical ratings will help health care, support/administration, service/supply, and general detail areas. Enlisted minority disparities in representation are ebbing slowly. electrical/mechanical, and craftsman areas and over-represented in are under-represented in gun crew/seamanship, electronics repair, technical, electrical/mechanical, and craftsman areas. further reduce representation disparities.

Actions taken:

- Established distribution procedures designed to place minorities proportionately in
 - all enlisted ratings.
 - Minority Flight Attrition/Recruiting Working Group continued to make recommendations to increase the number of minorities in aviation.
- Evaluated changes to distribution procedures to improve placement of minorities - Established a working group to address minority under-representation in the submarine community.
 - across the enlisted rating structure.
- enlisted personnel whose scores on the Armed Services Vocational Aptitude Battery are female participation. JOBS was implemented to provide upward mobility opportunity to - Established minority goals for technical strands of Job Oriented Basic Skills (JOBS) program, and expanded JOBS to provide training for minorities and foster - Developed plans to access more Upper Mental Group Blacks. not sufficient to qualify for direct entry into "A" school.

- training is designed to improve reading and mathematics skills and could reduce - Evaluated effectiveness of Schoolhouse Skill Enhancement Training (S-SET). minority enlisted academic attrition in "A" schools.
 - Publicized means for enlisted personnel, particularly minorities, to increase advancement opportunities through transfers to more technical ratings.

Actions planned:

- Set aside a portion of JOBS Program Electronics Strand for Navy Recruiting Command to fill first with minority accessions who qualify before opening to other qualified accessions.
 - Use CNO Retention Team to further publicize means for individuals to increase advancement opportunities

SECTION X: DISCIPLINE

Goal: Ensure military justice is applied without discrimination.

Assessment:

- The incidence of individuals being referred to courts martial and receiving non-judicial punishment continues to decline.
- Black and American Native males were awarded courts martial at a higher rate than the rest of the total force.
 - Black, Hispanic, and American Native males and Black females were given non-judicial punishment at a higher rate than the rest of the force,

Actions taken:

Initiated study on disciplinary offenses among minorities.

Action planned:

- Take action based upon results of study.

RECRUITING AND/OR ACCESSIONS

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<u> </u>	. ASSESSMENT: The Black enlisted composition goal of 12 percent was attained in FY-83 and has been exceeded since. Black en 16.9 percent at the end of FY-89. The Hispanic composition goal has not been attained and remains the only enlisted minori has not made. Hispanic enlisted composition was 5.7 percent at the end of FY-89. Bureau of Census projections indicate the population in the United States is expanding, and Hispanics are expected to make up 7.9 percent of the general population by raised its Hispanic enlisted composition goal to 7.9 percent in FY-89 to acknowledge the growing Hispanic population. Navy a Hispanic enlisted accession goal of 9 percent in FY-89 to ensure adequate progress towards the composition goal and achieved havy could reach Hispanic enlisted composition goal as early as 1994.	composit The H composi- is expans osition at of 9 I	ion goa ispanic tion wa ding, a goal t percent anic en	of 12 percent was a composition goal has is 5.7 percent at the and Hispanics are experion 7.9 percent in FY-8 to ensure a listed end strength igoal as early as 1994	percent ition go srcent a anics ar- ircent il 19 to en and stree	Has atti al has rv t the erx e expecte n FY-89 1 sure adex ngth incr	ained in the second of the sec	n FY-83 attaine -89, Bu ake up 7 owledge rogress an avers	al of 12 percent was attained in FY-83 and has been exceeded since. Blac composition goal has not been attained and remains the only enlisted miss 5.7 percent at the end of FY-89. Bureau of Census projections indical and Hispanics are expected to make up 7.9 percent of the general population 7.9 percent in FY-89 to acknowledge the growing Hispanic population. It in FY-89 to ensure adequate progress towards the composition goal and an instead end strength increasing an average of 10 percent annually since is goal as early as 1994.	een excee ains the ensus pro t of the ng Hispan he compos percent	ded sinc only enl jections general ic popul ition go	tisted milisted milis	al of 12 percent was attained in FY-83 and has been exceeded since. Black enlisted composition goal has not been attained and remains the only enlisted minority goal that the mas 5.7 percent at the end of FY-89. Bureau of Census projections indicate that the Hispanic and Hispanics are expected to make up 7.9 percent of the general population by 1990. The Na to 7.9 percent in FY-89 to acknowledge the growing Hispanic population. Navy Recruiting Commit in FY-89 to ensure adequate progress towards the composition goal and achieved 9.3 percent nlisted end strength increasing an average of 10 percent annually since 1985. At this rate, igoal as early as 1994.	al of 12 percent was attained in FY-83 and has been exceeded since. Black enlisted composition was c composition goal has not been attained and remains the only enlisted minority goal that the Navy as 5.7 percent at the end of FY-89. Bureau of Census projections indicate that the Hispanic and Hispanics are expected to make up 7.9 percent of the general population by 1990. The Navy to 7.9 percent in FY-89 to acknowledge the growing Hispanic population. Navy Recruiting Command set in FY-89 to ensure adequate progress towards the composition goal and achieved 9.3 percent. Inlisted end strength increasing an average of 10 percent annually since 1985. At this rate, the goal as early as 1994.

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1. FY89 ASSESSMENT 2. DOD U.S. U.S.	, ; ; ; ; ; ; ; ;	2. 000 U.S.	COMPONEN	COMPONENT/SUBCOMPONENT: NAVY	PONENT:	1 6 5 1 1 8	3. SOUR A. OFFI EQUA	SOURCE AGENCY: NAVAL MILITARY PERSON OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	T: NAVAL	MILITAR TISION (Y PERSONI	SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	ND b. TELEPHONE NUMBER: AV 224-2007
4.a. SUBJECT: NON-PRIOR SERVICE ENLISTED	ENLISTED	; ; ; ;	; ; ; ;	• • • • • •		1 1 1 1 1 1 1	b. cate	b. CATEGORY: RECRUITING AND ACCESSIONS	CRUITING	S AND AC	CESSIONS		
TRACKED GROUPS	V	2 CO	MALE C(A/B)	(0SD) g	, V		FEMALE C(A/B)	(0\$0)0	7. A	6	TOTAL C(A/B)	D(0SD) 8.	. FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	11889 11889 5244 44867 64387	9122 9122 9122 9122 9122 9122 9122	0.00 0.03 0.00 0.00 0.00		105 201 250 2550 891 6022 10	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0.00 0.03 0.08 0.08		558 2081 14439 6135 50889 64 74166	74 156 74 156 74 156 74 156 74 156 74 156 74 156	0.00		
9.a. THE MIMBERS IN COLUMN A ARE: NUMBER ENLISTING WITH NO PRIOR SERVICE	OR SERVICE			1 1 5 5 6	1 9 0 1 1 5	P 0 4 6 6 6	b. THE TOTA	b. THE MUMBERS IN COLUMN B ARE: TOTAL NUMBER WITH NO PRIOR SERVICE	VITH NO	I B ARE: PRIOR SI	ERVICE		

STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Achieve Hispanic enlisted composition of 7.9 percent and maintain Black and the remaining minority compositions at or above 12 percent and 1.4 percent, respectively. Expand Navy recruiting efforts in areas with concentrations of minorities (especially Hispanics). 5

population in the United States is expanding, and Hispanics are expected to make up 7.9 percent of the general population by 1990. The Mavy raised its Hispanic enlisted composition goal to 7.9 percent in FY-89 to acknowledge the growing Hispanic population. Navy Recruiting Command set ASSESSMENT: The Black enlisted composition goal of 12 percent was attained in FY-83 and has been exceeded since. Black enlisted composition was 16.9 percent at the end of FY-89. The Hispanic composition goal has not been attained and remains the only enlisted minority goal that the Navy Recruiting efforts have resulted in Hispanic enlisted end strength increasing an average of 10 percent annually since 1985. At this rate, the ■ Mispanic enlisted accession goal of 9 percent in FY-89 to ensure adequate progress towards the composition goal and achieved 9.3 percent. has not made. Hispanic enlisted composition was 5.7 percent at the end of FY-89. Bureau of Census projections indicate that the Mispanic tavy could reach Hispanic enlisted composition goal as early as 1994.

			•	PART II	- DATA FROM PREVIOUS FISCAL YEARS	OM PREVI	OUS FISC	AL YEARS						
FY88 ASSESSMENT	ENT		16.8. St	SUBJECT:	NON-PRIO	NON-PRIOR SERVEICE		b. CATEGORY:	;	RECRUITING AND ACCESSIONS	AND ACC	ESSIONS		• • • • • • • • • • • • • • • • • • •
TRACKED GROUPS	A	-	MALE C(A/B)	(0S0)q	<u>6</u> .	E	FEMALE C(A/B)	(oso)a	7. A	60	TOTAL C(A/B)	(0S0)d	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	ander 1848 10370 4447 43952 53 61044	70071 7 70071 7 70071 7 70071 8 70071 7 70071	0.00 0.05 0.06 0.06 0.00 0.00		98 2394 756 5572 13	7007 7007 7007 7007 7007 7007	0.00 0.03 0.00 13	1 1 1 1 1 1	472 2042 12764 5203 49524 66	70071 70071 70071 70071 70071	0.01	1		
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(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	ive 346 mder 1718 9921 4574 42066 54 58679	65800 65800 65800 65800 65800	0.01 0.03 0.07 0.06 0.00 0.89		1808 711 4417 71217	65800 65800 65800 65800 65800 65800	0.00 0.03 0.01 0.07		406 1829 11729 5285 46483 68 65800	65800 65800 65800 65800 65800 65800	0.01 0.03 0.08 0.00 1.00			
FY86 ASSESSMENT	LN							; ; ; ;				: : : :		
TRACKED GROUPS	A		MALE C(A/B)	(080)0			FEMALE C(A/B)	(050)0	7. A	6	TOTAL C(A/B)	(080)0	8	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Mon-Hispanic) (4) Hispanic (5) White (Mon-Hispanic) (6) Other/Unknown (7) TOTAL	ive 337 inder 1619 9106 3639 460399 60899	69160 69160 69160 69160 69160	0.00 0.13 0.05 0.05 0.00		80 2038 619 619 5346 38 8261	69169 69169 69169 69169 69169 69169	0.0000000000000000000000000000000000000		417 1759 11144 4258 51379 203 69160	69169 69169 69169 69169 69169 69169 69169	0.00 0.03 0.06 0.00 0.00 0.00		; ; ; ;	

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				۵	PART I - DATA FROM CURRENT FISCAL YEAR	ATA FRC	* CURRE	NT FISC	AL YEAR						
	1. FYB9 ASSESSMENT	2		COMPONENT	COMPONENT/SUBCOMPONENT: NAVY	ONENT:		χ. « Ω Ω Ω	3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND a. OFFICE: b. EQUAL OPPORTUNITY DIVISION (NMPC-61)	CY: NAVA	L MILITAL	RY PERSON NMPC-61)	NNEL CO		TELEPHONE NUMBER: AV 224-2007
4	4.9. SUBJECT: NAVAL RESERVE OFFICER TRAINING CORPS	FRAINING	CORPS	(SCHOLARSHIP)	RSHIP)	; ; ; ;	1	<u>د</u> و	b. CATEGORY: F	RECRUITING AND ACCESSIONS	G AND AC	CESSIONS			
	TRACKED GROUPS	<	2Ē 100	IALE C(A/B)	(050)0	, ,	C C	FEMALE C(A/B)	(0S0)g (- <u>- 7</u>	E 60	TOTAL C(A/B)	TAL C(A/B) D(OSD)	<u></u>	FOR OSD USE
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6	9.a. THE NUMBERS IN COLUMN A ARE: NUMBER ACCESSED							-d ∓ 5	b. THE NUMBERS IN COLUMN TOTAL NUMBER ACCESSED	IN COLUM	N B ARE:				
.	STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACT Black and 4 percent Hispanic commissions per)	FF LRWATI nissions		10N(S):	Monitor	N D V D V D V D V D V D V D V D V D V D	e & & & & & & & & & & & & & & & & & & &	Officer	Training	Corps (R	ROTC) ac	tions to	meet a	aioia E	Monitor Naval Reserve Officer Training Corps (WROTC) actions to meet a minimum of 7 percent
=	. ASSESSMENT: Naval Reserve Officer Training Corps (NROTC) programs did not attain commissioning goal for FY-89. Chief of Naval Education and Training (CNET) minority accession planning projects NROTC programs attaining Hispanic goal in FY-91 and Black goal in FY-92. The CNET minority accession plan established scholarships for qualified Blacks and Hispanics, Black and Hispanic recruiting goals for each NROTC unit based on the demographics of the campus, and active recruiting for NROTC scholarships by the Navy Recruiting Command. Black and Hispanic composition of the Class of 1992 support the CNET goal attainment projection.	er Train on plann arships active r	ning Co ning pr for qu ecruit inment	orps (NROTC) ojects NROT(latified Black ing for NROT projection	TC) progr ROTC prog Blacks an NROTC sch	ems dic rems at d Hispa otershi	d not al ttaining unics, E	ttain co Hispan Slack en the Navy	orps (NROTC) programs did not attain commissioning goal for objects NROTC programs attaining Hispanic goal in FY-91 and Lalified Blacks and Hispanics, Black and Hispanic recruiting for NROTC scholarships by the Navy Recruiting Command. projection.	ng goal f n FY-91 a c recruit	or FY-89 nd Black ing goal	Chief goal in s for ea k and Hi	of Nave PY-92. Ich NROTG Spanic o	al Educ The C unit composi	Y-89. Chief of Naval Education and Mack goal in FY-92. The CNET minority goals for each NROTC unit based on the Black and Hispanic composition of the

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	FY88 ASSESSMENT			4.a. SU	SUBJECT:	NROTC SC	NROTC SCHOLARSHIP		b. CATEGORY:	;	CRUITING	RECRUITING AND ACCESSIONS	ESSIONS		
	TRACKED GROUPS	<u>ی</u> ۷	až co	MALE C(A/B)	(QSD)q	<u>,</u>	8	FEMALE C(A/B)	(0so)a	A	86	TOTAL C(A/B)	(080)0	<u>80</u>	FOR OSD USE
383838	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	26 1376 1376 1502	1594 1594 1594 1594 1594 1594	0.00 0.02 0.02 0.08 0.01		0 m v - m 0 v	1594 1594 1594 1594 1594 1594	0.0000000000000000000000000000000000000		4 35 48 27 1459 21 15%	1594 1594 1594 1594 1594 1594	0.00 0.02 0.03 0.02 0.92 1.00	 		
	FY87 ASSESSMENT				; ; ;			: : : : :							
į	TRACKED GROUPS	Š. A	Σ. 20	MALE C(A/B)	(aso)a	A		FEMALE C(A/B)	(080)0	7. A	- B	TOTAL C(A/B)	(0S0)q	8	FOR OSD USE
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	FY&6 ASSESSMENT TRACKED GROUPS	5. A	AM 8	HALE C(A/B)	0(080)	6. A		FEMALE C(A/B)	(050)	7. A	6	TOTAL C(A/B)	(aso)a	80	FOR OSD USE
CS 3 8 8 8 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	1 9 39 23 1037 22 1131	1197 1197 1197 1197 1197	0.00 0.03 0.02 0.02 0.02		0 2 7 0 9 1 9	1197 1197 1197 1197 1197	0.00 0.00 0.00 0.00 0.00		46 46 23 1093 23 1197	1197 1197 1197 1197 1197	0.00			
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<u>-</u>	1. FYB9 ASSESSMENT			COMPONE	COMPONENT/SUBCOMPONENT: . NAVY	PONENT:	0 0 0 0 1	3. SOURCE a. OFFICE EQUAL 0	3. SOURCE AGENCY: MAVAL MILITARY PERSO a. OFFICE: EQUAL OPPORTUNITY DIVISION (MMPC-61)	: =	NL MILIT	MAVAL MILITARY PERSONNEL Y DIVISION (MMPC-61)	NNEL COP	AND b. TEL AV	MAND b. Telephone Munber: av 224-2007
	4.a. SUBJECT: MAVAL RESERVE OFFICER TRAINING CORPS (COLLEGE PROGRAM)	TRAININ	1G CORPS	COLLE	GE PROGRA	ŝ		b. CAT	b. CATEGORY: RECRUITING AND ACCESSIONS	ECRUITIA	IG AND A	CESSIONS			
•	TRACKED		x	MALE C(A/B)	(0SO)q	, , ,		FENALE C(A/B)	(QSD)q	7. A	co	TOTAL C(A/B)	0(080)0	œ <u>`</u>	FOR OSD USE
€	American Indian/Alaskan Native	0	293	9.0			203	:		0	203	0.0			
8	Asian American/Pacific Islander	•	233	0.05			203			<u>.</u>	8	0.05			
6	Black (Non-Nispanic)		8	0.05		<u>~</u>	<u> </u>			••	8	ج و و			
3	Hispanic		203	0.05			<u>8</u>			<u>-</u> -	爰 	0.05			
3	White (Non-Hispanic)	2	203	9. %		7	503			<u>~</u>	8	16.0			
38	(6) Other/Unknown (7) TOTAL		263	9.5 8.2		- -	58	8.8		203	88 	88			
•	9.a. THE MANGERS IN COLUMN A ARE: MUNGER ACCESSED					: : : :	• • • • •	5. THE TOT	D. THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER ACCESSED	IN COLUB	B ARE	• • • • •	0 f 1 1 1 1 1	: ; ; :	, a a d d d d d d d d d d d d d d d d d d
	10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Black and 4 percent Hispanic commissions per year.	AFFIRMA!	TIVE ACT	T10H(S): year.	:	Heval	Reserve	Officer	Training	Corps ()	ROTC)	tions to	met a	inima	Monitor Mayal Reserve Officer Training Corps (MROTC) actions to meet a minimum of 7 percent

ASSESSMENT: Naval Reserve Officer Training Corps (NROTC) programs did not attain commissioning goal for FY-89. The number of Blacks and Hispanics commissioned through the college program went from a high of 22 in FY-88 to a low of 13 this year, matching the previously recorded low in FY-87. Chief of Naval Education and Training (CNET) minority accession planning projects NROTC programs attaining Hispanic goal in FY-91 and Black goal in FY-92. The CNET minority accession plan established scholarships for qualified Blacks and Hispanics, Black and Hispanic recruiting goals for each NROTC unit based on the demographics of the campus, and active recruiting for NROTC scholarships by the Navy Recruiting Command. Black and Hispanic composition of the Class of 1992 support the CNET goal attainment projection.

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	1 7 1 1 1	 	D.	PART 11 -	DATA FRO	ON PREVI	OUS FISC	DATA FROM PREVIOUS FISCAL YEARS						
FY88 ASSESSMENT		-	.a. s∪	SUBJECT:	NROTC (COLLEGE PROGRAM) b.	OLLEGE P	ROGRAM)	b. CATEGORY:	:	CRUITING	RECRUITING AND ACCESSIONS	ESSIONS		
TRACKED GROUPS	A	£ 0	MALE C(A/B)	(0SD)g	<u>,</u>	. es	FEMALE C(A/B)	0(080)	<u>, </u>	.	TOTAL C(A/B)	(QSO)Q	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	11 11 224 33 248	*********	0.0000000000000000000000000000000000000		78 - 8 - 6 0 0	**************************************	0.00 0.00 0.10 0.13		17 17 252 284 484 484 484 484 484 484 484 484 48	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0.00 0.02 0.08 0.01			
FY87 ASSESSMENT							; ; ; ; ;) † 1 1 1 1					0 0 1 1 1 1 1 1 1 1 1
TRACKED GROUPS	5. A	¥	MALE C(A/B)	(030)0	<u>,</u>		FEMALE C(A/B)	(0S0)Q	7. A	6	TOTAL C(A/B)	(080)0	<u>eo</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL		182 182 182 182 182	0.01 0.03 0.03 0.03 0.03		7, 1, 2, 2, 6, 0	182 182 182 183 183	0.00 0.03 0.01 0.01 0.01		2 17 170 198	25 26 26 26 27 27 27 27 27 27	0.00000-			
FY86 ASSESSMENT TRACKED GROUPS		£ 60	HALE C(A/B)	(080)0	<u>.</u>	8	FEMALE C(A/B)	(OSO)Q	7. A		TOTAL C(A/B)	(0so)q	<u> </u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacífic Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) IOTAL	135 135 148 148	222222	0.00		802000	222222 222222 222222	0.00 0.00 0.02 0.00 15		15 15 17 17 17 17 17 17 17 17 17 17 17 17 17	<u> </u>	000000000000000000000000000000000000000			
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				4	PART I -	DATA FR	OM CURRE	DATA FROM CURRENT FISCAL YEAR	AL YEAR		f 1 1			1 1			
<u> </u>	. FYB9 ASSESSMENT	14	2. 000 G	COMPONENT/SUBCOMPONENT:	T/SUBCO	PONENT:	1	2. S.	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	: =	NAVAL P	NAVAL MILITARY PERSONNEL TY DIVISION (NMPC-61)	Y PERSO WPC-61)	NAGE	COMMAND b. T	TELEPHONE NUMBER: AV 224-2007	œ i
. 7	4.a. SUBJECT: SERVICE ACADEMY		,					b. cA	b. CATEGORY:	:	RECRUITING AND ACCESSIONS	IND ACC	ESSIONS	1			
	TRACKED	«	H B	MALE C(A/B)	(gsp)g	6.	€	FEMALE C(A/B)	(080)0 (30) [7.	⋖	8	TOTAL C(A/B)	(080)0	80	FOR OSD USE	
<u> 6863636</u>	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	36 41 34 34 34 36 30 30 30 30 30 30 30 30 30 30 30 30 30	1036 1036 1036 1036 1036	0.00 0.03 0.04 0.03 0.03 0.02	1 4 1 1 1 1	76255	1036 1036 1036 1036 1036 1036 1036	00.00			2 41 46 36 38 27 1036	1036 1036 1036 1036 1036 1036	0.00 0.04 0.03 0.03 0.03				
٠ ۵	9.9. THE NUMBERS IN COLUMN A ARE:	- ,	- • • • • • • • • • • • • • • • • • • •			· · · · · · · · · · · · · · · · · · ·		b. 14	LE NUMBI	b. THE NUMBERS IN COLUMN TOTAL NUMBER ACCESSED		B ARE:	1				
<u> </u>	!	AFFIRMAT States lack and	INE ACT	10N(S): ce Acade ent Hisp	Number My, and vanic Na	s inclu United vy offi	de offic States cers beg	Numbers include officers receiving Navy commissions at United My, and United States Merchant Marine Academy. Develop a planing Navy officers beginning with the Class of 1994.	iving Marin	Navy co e Acade e Class	mmissic my. De	ns at t	Inited in plan	states for the	Naval /	sions at United States Naval Academy, United Develop a plan for the Naval Academy to 1994.	70
! =	. ASSESSMENT: The Naval Academy is making Hispanic goal, but is yet to attain Black 1989 is designed to reduce attrition and increase accessions of Black candidates. difficulty has been established, and the Candidate Guidance Office has increased e	is makir ition ar i, and th	ng Hispaind incre	nic goal ase acci date Gui	l, but i essions idance C	s yet t of Blac	o attaír k candic las incre	; v , <u>a</u>	goal. 'An acad	The acc lemic ce o marke	ession enter to	plan de passist candid	evelope t midsh dates.	d by the ipmen h	e Kava aving	goal. The accession plan developed by the Naval Academy in An academic center to assist midshipmen having scholastic forts to market Black candidates.	1

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			[4.a. SU	SUBJECT:	SERVICE ACADEMY	ACADEMY			b. CATEGORY:		ECRUITI	RECRUITING AND ACCESSIONS	CESSI	SNC
TRACKED GROUPS	S. A	8	ALE C(A/B)	(0SD)q		8	FEMALE C(A/B)	(0SD)d	7. A	6	TOTAL C(A/B)	0(080)	<u></u>	FOR OSD USE
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	# #	879 879	0.03		<u>د</u> د	879			22 ×	879	0.0			
	716	879 879	0.01		3 %	879 879	0.00		7.78	879 879	0.89			
(C) IOIAL	804	879	0.91		К	879	;	1	879	879	1.0			
FY87 ASSESSMENT		- 1			į	;				; ; ; ; ;	, 1 1 1 1 1 1	; ; ; ; ;		
TRACKED GROUPS	5. A	8	MALE C(A/B)	D(OSD)	V	E 8	FEMALE C(A/B)	(aso)a	A	m	TOTAL C(A/B)	(0s0)q	<u>∞</u>	FOR OSD USE
	4	850	0.00		0	850	:		7	850	0.00			
(2) Asian American/Pacific Islander (3) Black (Non-Wissanie)	= 7	850	5.0		0	850			=	850	0.01			
	- 22	850	0.03		- ~	8 8			2 %	820	0.03			
	717	820	9.0		25	850			722	820	. 6.0			
(7) TOTAL	2 g	850	0.01		2 %	850	0.00		12 850	850 850	1.00			
FY86 ASSESSMENT	† 										1			
TRACKED GROUPS	5. A	8 TAA	ILE C(A/B)	(0SO) Q	6.	8	FEMALE C(A/B)	(0\$0)0	7. A	8	TOTAL C(A/B)	(((((((((((((((((((80	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	13 20 718 26 787	850 850 850 850 850 850 850	0.00 0.02 0.02 0.01 0.03		2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	850 850 850 850 850 850 850	00.00		14 14 10 774 28	850 850 850 850 850	0.00 0.03 0.03 0.01			

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				ā	PART I - [ATA FRO	M CURRE	DATA FROM CURRENT FISCAL YEAR	LYEAR						
1. FY	1. FYB9 ASSESSMENT		2. D00 G U.S. I	CMPONENT	COMPONENT/SUBCOMPONENT:	PONENT:		3. SOURCE a. OFFICE: EQUAL C	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN		IL MILIT	ARY PERSI	NAVAL MILITARY PERSONNEL COMMAND b. Y DIVISION (NMPC-61)	HAND b. TE AV	TELEPHONE NUMBER: AV 224-2007
4.8.	SUBJECT: OFFICER CANDIDATE SCHOOLS	DOLS						b. CATEGORY:	:	RECRUITING AND ACCESSIONS	G AND AC	CESSION	6		
• • •	TRACKED	× ×	MALE B CC/	LE C(A/B)	0(080)	<u>ر</u> ۸	E 60	FEMALE C(A/B)	(080)0	7. A	€	TOTAL C(A/B)	(QSD)Q	<u> 80</u>	FOR OSD USE
5883836 588365	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	41 72 80 1115 7	1471 1471 1471 1471 1471 1471	0.00 0.05 0.05 0.00 0.00	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	17 17 118 148	721 721 721 721 721 721 721	0000000		64 89 83 1233 1471	1231 1731 1731 1731 1731 1731	0.000000000000000000000000000000000000			
9.8	THE NUMBERS IN COLUMN A ARE: MUMBER ACCESSED	; ; ;			: :	• • • •	1 1 1 4 4 6	b. THE 707	NUMBERS 12 NUMBER	b. THE NUMBERS IN COLUMN TOTAL NUMBER ACCESSED	N B ARE:	: : : : :	1 9 9 6 6 8 9	• • • •	
2	STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACT COMMISSIONS to ensure attairment of at least 7	AFFIRMATI		ION(S): percent	Monitor Black a	Officer nd 4 per	Candid	ate Schα spanic α	ol (OCS)	Monitor Officer Candidate School (OCS) and Aviatio Black and 4 percent Hispanic commissions per year.	ition Ofi		Monitor Officer Candidate School (OCS) and Aviation Officer Candidate School (AOCS) Black and 4 percent Hispanic commissions per year.	chool	(AOCS)
-	ASSESSMENT: OCS achieved Black goal but fell short of Hispanic goal in FY-89. The opposite was true for AOCS. Combined OCS/AOCS commission were above goal for Hispanics but fell short of goal for Blacks. Navy recruited sufficient Black candidates for OCS and AOCS to make goal; however, commissionings that were delayed beyond the fiscal year by officer end strength ceilings and attrition caused Black commissions to short of goal by 14. OCS/AOCS RECRUITING RESULTS ATTAINMENT FY-89 156 Black and 84 Hispanic 173 Black and 116 Hispanic	goal but 1 ut fell sho re delayed	t fell s short of ed beyon	short of H f goal for nd the fis GOALS 756 Black	of Hispanic goal in FY-89. for Blacks. Navy recruit: fiscal year by officer en OCS/AOCS RECRUITING RI ack and 84 Hispanic	lispanic goal in FY-87 Blacks. Navy recruical year by officer ocs/AOCS RECRUITING	in FY-89 / recrui ficer e UITING	ted sufficient strength strength ATTAINMENT 173 Black 17	pposite icient B gth ceil	The opposite was true for AOCS. I sufficient Black candidates fo strength ceilings and attrition SULTS ATTAINMENT 173 Black and 116 Hispanic	for AOC! lidates lidates a attrition	S. Comb for OCS on cause	Navy recruited sufficient Black candidates for OCS. Combined OCS/AOCS commissions recruited sufficient Black candidates for OCS and AOCS to make goal; by officer end strength ceilings and attrition caused Black commissions to RECRUITING RESULTS ATTAINMENT ATTAINMENT	/AOCS c to mak commiss	Combined OCS/AOCS commissionings OCS and AOCS to make goal; aused Black commissions to fall
	FY-88	FY-88		120 Black	sand 86	Hispanic	ပ	143 Bla	Black and 119	119 Mispanic	nic C				

	1		_	PART 11	- DATA F	ROM PREV	10US F1S	DATA FROM PREVIOUS FISCAL YEARS	s		:	1		
FY88 ASSESSMENT			4.a. St	SUBJECT:	OCS+AOCS	S		b. CATE	CATEGORY: RE	CRUITING	RECRUITING AND ACCESSIONS	ESSIONS		
TRACKED GROUPS	5. A	E 00	MALE C(A/B)	(0SO)0	, ,	6	FEMALE C(A/B)	(dso)a	7. A	89	TOTAL C(A/B)	;		FOR OSD USE
(1) American Indian/aloches Marine														
	×0	1252	0.01	•	o 	1252	0.00		80	1252	1 0.01	-		
	28	1252	0.02		_	1252	0		27	1252				
	8	1252	0.0		~				ù ò	35	20.0			
	56	1252	80						* 6	20	20.0			
(5) White (Non-Hispanic)	•	1252	0		-	_	_		> °	7252	80.0	-		
(6) Other/Unknown	037	1252	- K						×	1252	0.01			
(7) TOTAL	1162	1252	0.93		~~~ ~~~	1252	0.00	~==-	1252	1252 1252	1.00			
FY87 ASSESSMENT		,	; ; ;					; ; ; ;				- :		
TDACKED	<u> </u>	, ,												
GROUPS	٠.	Ē œ	ALE C(A/B)	(aso)a	۰ ۷	. e	FEMALE C(A/B)	D(OSD)	<u>~</u>	<u>-</u>	TOTAL C(A/B)	3	8. F	FOR OSD USE
									-			- (200)		
(2) Asian American/Decific 12/22/22	2 2	1934	0.0		0	1934	0.00		10	1934	0.01			
		1,704	5.0		-	1934	0.0		22	1934	0.01			
	4 5	425	5 6		· ~	1934	0.0		ድ	1934	0.0	_		
(5) White (Non-Hispanic)	527	1027	5 6		*	1934	0.0		107	1934	90.0			
_	 	102/	8 6		× ×	1934	0.03		1690	1934	0.87			
	1844	102/	5 6		- (1934	8.0		5	1934	0.01			
•	- 200	#CK1	06.0		8	1934	0.0		1934	1934	1.00			
FY86 ASSESSMENT						: : : :								
TPACKED														
	K	E	MALE C(A/B)	(aso)a	<u>ه</u>	Œ œ	FEMALE C(A/B)	(0SD)Q	<u>,</u> ^	₽ #	TOTAL C(A/B)	18.		FOR OSD USE
(1) American Indian/Alaskan Native 4	- 4	2640	9	-							:	- 1	•	
	- 20	2540	3 6	_	- (2510	8.0		•	2510	0.0			
	 5 8	25.50	5 6		~ ;	2510	8		&	2510	0.01			
		25.10	* à		27	2510	0.0		107	2510	0.04			
		25.50	5 6	****	7 (01.62	0.0		122	2510	0.02			
		25.00	9.6		133	2510	0.05		2223	2510	0.89			
	-	2510	78.0		2 (25.10	8.0		23.53	2510	0.01			
			- :	- :	2		00.0	-	0167	0152	1.00			
DD Form 2509 Reverse, DEC 87														

12 13 15 15 15 15 15 15 15	1. FYB9 ASSESSMENT 4.a. SUBJECT: DIRECT APPOINTMENT TRACKED GROUPS (1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL 9.a. THE MUMBERS IN COLUMN A ARE: NUMBER ACCESSED 10. STATEMENT OF SERVICE/COMPONENT Medical, Dental, Medical Servithe Navy goal to commission a	4,68 2,66 4,4,4,4,4,4,4,4,4,4,4,4,4,4,4,4,4,4,		/SUBCOMPONENT: 6. A 13 13 13 13 13 14 17 17 17 17 17 17 17	8 8 8 60 60 60 60 60 60 60 60 60 60 60 60 60	SOURCE A OFFICE: EQUAL OP CATEGORY CATEGORY	RECRU	NAVAL MIN Y DIVISIO 11TING AN 11TING AN 11TING AN 11TING AN 11TING AN 11TING AN	ON (NMP ON (NMP TOTA TOTA TOTA P40 940 940 940 940	SIONS SIONS (100) (100	COMPUTANT OSD)	¥ : : ¥ E
SUBJECT: DIRECT APPOINTMENT 5. MALE ABALE 6. FEMALE TRACKED 1 ABALE 13 940 0.00 13 940 0.00 American Indian/Alaskan Native islander 18 940 0.00 13 940 0.00 Asian American/Pacific Islander 18 940 0.02 13 940 0.01 Asian American/Pacific Islander 18 940 0.02 13 940 0.01 Mispanic 26 940 0.03 17 940 0.03 White (Non-Hispanic) 46 940 0.05 11 940 0.03 Other/Unknown 595 940 0.63 345 940 0.01 TOTA 10TA 940 0.63 345 940 0.03 TOTAL 10TA 940 0.63 345 940 0.01 TOTALINIA 10TA 940 0.63 345 940 0.01	" Z Z m = 3 O F ! !	A 2 2 3 3 4 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	5	<u></u>	B FEP 940 940 940 940 940 940 940 940 940 940	0.00 (0.29 (0.01 do.37 d	: : 6:	A A 31 66 65 65 743 55 55 55 55 55 55 55 55 55 55 55 55 55	D ACCES 101A 101A 101A 101A 101A 101A 101A 101	, ,	,	
TRACKED 5. MALE 6. FEMALE C(A/B) D(OSD) A B C(A/B)	Z Z m = 3 O F	A 2 2 3 4 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	5	<u></u>	P FEM 940 940 940 940 940 940 940	(4/B) D(C) 0.00 0.03 0.02 0.02 0.01 0.03 0.03 0.03 0.03 0.04 0.05 0.07 0.07 0.07 0.07 0.07 0.07 0.07		23.2 4.3 5.5 5.5 5.5	07	% % % % % % % % % % % % % % % % % % %		
### sign 1 940 0.00 1 940 0.00 1 940 0.00 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 1 940 0.00 1 940 94			!	27 27 27 27 27 27 27 34	076 076 076 076 076	0.00 0.01 0.03 0.02 0.02 0.01				00.00		
sian American/Pacific Islander 18 940 0.04 28 940 0.03 ispanic 468 940 0.50 275 940 0.02 fite (Non-Hispanic) 468 940 0.03 275 940 0.02 ther/Unknown 595 940 0.05 11 940 0.01 THE NUMBER SIN COLUMN A ARE: 700 0.05 345 940 0.03 THE NUMBER ACCESSED 345 940 0.07 345 940 0.03 THE NUMBER ACCESSED 345 940 0.05 345 940 0.03 STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Direct Appointment commissions STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Direct Appointment commissions Medical Service, Judge Advocate General, Nurse, and Chaplain Corps. The Navy goal to commission a minimum of 7 percent Black and 4 percent Hispanic annual annual.			;	252 252 252 253 253	076 076	0.03 0.02 0.29 0.01 0.37				6.2.8.9.		
Spanic				252 11 345	076	0.29 0.01 0.37				8.8		
THE MUMBERS IN COLUMN A ARE: NUMBER ACCESSED STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Direct Appointment commissions Wedical, Dental, Medical Service, Judge Advocate General, Nurse, and Chaplain Corps. the Navy goal to commission a minimum of 7 percent Black and 4 percent Hispanic annual				345		0.01 0.37 THE MIN		55.5		 9		
NUMBER ACCESSED NUMBER ACCESSED STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Direct Appointment commissions Medical, Dental, Medical Service, Judge Advocate General, Nurse, and Chaplain Corps. the Navy goal to commission a minimum of 7 percent Black and 4 percent Hispanic annual		-	- :	-		THE MISS		- 2	-	 8.	-	
STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Direct Appointment commissions Medical, Dental, Medical Service, Judge Advocate General, Nurse, and Chaplain Corps. the Navy goal to commission a minimum of 7 percent Black and 4 percent Hispanic annual	;			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		TOTAL N	BERS IN C	Ω .	ARE:	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
		AFFIRMATIVE e, Judge Ad ninimum of 7	ACTION(S): Nocate Genere	Direct Appoint al, Nurse, and ck and 4 percer	tment commis	:	lude dire	ect line ting Comm	commis: mand go:	ions, d	irect co direct p	mmissions into rocurement reflec
		;	Sils	ECT PROCUREMEN	IT RECRUITING	G RESULTS ATTAINMENT	17	spaníc				
GOALS ATTAINMENT ATTAINMENT ATTAINMENT		FY-89 FY-88 FY-87 FY-86	79 Black 56 Black 47 Black 45 Black	and 45 and 40 and 37		Black Black Black	9 2 2 6	Hispanic Hispanic Hispanic				

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			. 4	PART 11 -	DATA FR	OM PREVI	OUS FISC	- DATA FROM PREVIOUS FISCAL YEARS			! ! ! !))))) 1 1 1 1 1 1 1 1 1 1 1 1 1 1
FY88 ASSESSMENT			14.a. SU	SUBJECT:	DIRECT APPOINTMENT	PPOINTME		b. CATEGORY:	: :	RECRUITING AND ACCESSIONS	AND ACC	ESSIONS		
TRACKED 5	A	£ 60	MALE C(A/B)	(0 SD) d	<u> </u>	8	FEMALE C(A/B)	(GSD)G	7. A	,	TOTAL C(A/B)	(080)0	<u>&</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	28 28 28 567 50 50	1030 1030 1030 1030 1030	0.00		28 28 12 276 9 9	1030 1030 1030 1030 1030	0.00 0.00 0.03 0.27 0.32		26 66 40 843 843 1030	1030 1030 1030 1030	0.000.000			
FY87 ASSESSMENT				; ; ; ; ; ;										
TRACKED GROUPS	.5. A	ž m	ALE C(A/B)	(080)0	<u>\$</u>	. eo	FEMALE C(A/B)	(OSO)Q	7. A	E ES	TOTAL C(A/B)	(0SD)0	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Nispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	28 28 422 12 476	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	0.00		24 24 7 268 268 6	% % % % % % % % % % % % % % % % % % %	0.00 0.01 0.03 0.34 0.34		25 25 690 18 18	2222222	0.00			
FY86 ASSESSMENT		_				1								
TRACKED 5	ν. Α	<u>\$</u>	ALE C(A/B)	(0S0)0	A	8	FEMALE C(A/B)	(OSD)	7. A	æ	TOTAL C(A/B)	(aso)a	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Mon-Hispanic) (4) Hispanic (5) White (Mon-Hispanic) (6) Other/Unknown (7) IOTAL	29 29 290 390 738	1217 1217 1217 1217 1217 1217	0.00 0.00 0.02 0.04 0.08		35 35 35 479	1217 1217 1217 1217 1217 1217	0.00 0.03 0.02 0.29 0.39	_	9 64 39 946 158 1217	1217 1217 1217 1217 1217 1217	0.00 0.05 0.03 0.78 1.00		 	

:		MILITARY	E	UAL	OPPORTU	RTUNI	¥	SSES	SMEN	-				RCS DE	RCS DD-FM&P(A)1760	
<u> </u>				a	ART 1 - [PART I - DATA FROM CURRENT FISCAL YEAR	CURRENT	FISCAL	YEAR							
<u>:</u>	1. FY89 ASSESSMENT		2. D00 U.S.	COMPONEN	COMPONENT/SUBCOMPONENT:	PONENT:		3. SOURCE a. OFFICE: EQUAL C	SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	= :	MILITAL VISION (RY PERSO	NAVAL MILITARY PERSONNEL COMMAND b. TY DIVISION (MMPC-61)	HAND b. TEI AV	AND b. TELEPHONE NUMBER: AV 224-2007	3
. ;	4.a. SUBJECT: ENLISTED COMMISSIONINGS	g		! ! ! !	; ; ; ; ;			b. CATEGORY:	:	CRUITING	RECRUITING AND ACCESSIONS	CESSIONS				:
<u>:</u>	TRACKED GROUPS		, E	MALE C(A/B)	(aso)a	<u>6</u> .	8	FEMALE C(A/B)	(080)0	7. A	E so	C(A/B)	(aso)a	8	FOR OSO USE	
50	(1) American Indian/Alaskan Native	7%	263 263	0.0	 	0-	25 26	0.0		35	763	0.00				
10 3) Black (Non-Hispanic)	57	763 763	0.07			763 763	88		58 5	283	0.08				
2 2	(5) White (Non-Hispanic) (6) Other/Unknown	5%	763 763	0.79		36	763	50.05		635	763	0.08 80.08	_			
6) TOTAL	522	763	0.95		38		0.05		763	; a	8		:		
ه	9.8. THE NUMBERS IN COLUMN A ARE: NUMBER ACCESSED					1	_	D. THE	D. THE NUMBERS IN COLORN TOTAL NUMBER ACCESSED	ACCESSE				:		
<u>ė</u>	STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Enli Program, Medical Service Corps from enlisted, Enlisted Comm Officer Candidate (NUPOC) Program, and Naval Aviation Cadet applications for officer programs from subordinate commands	AFFIRMAT from enl am, and ms from	1 5 4 4	TION(S): Enlisted Aviation (Enliste 1 Commiss Cadet (N	TION(S): Enlisted commissioning: Enlisted Commissioning Program Aviation Cadet (NAVCAD) Program. linate commands.	ionings ogram (l	include ECP), Ba Second	include the Limited Duty Officer Program, Chief Warrant Offi iCP), Baccalaureate Degree Completion Program (BDCP), Nuclear Second echelon commanders are to advocate increased minority	ted Duty	y Office ee Compl rs are t	r Progre etion Pr o advoce	am, Chief ogram (81 ste incre	Warra DCP), ased m	ION(S): Enlisted commissionings include the Limited Duty Officer Program, Chief Warrant Officer Enlisted Commissioning Program (ECP), Baccalaureate Degree Completion Program (BDCP), Nuclear Power viation Cadet (NAVCAD) Program. Second echelon commanders are to advocate increased minority inate commands.	<u></u>

^{11.} ASSESSMENT: The number of minorities receiving commissions under enlisted commissioning programs in FY-89 was the largest ever recorded. The number of Black and Hispanic enlisteds receiving commissions has continued to increase for the last 3 years. Since enlisted commissioning programs are voluntary, it is difficult to draw relevant conclusions.

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Tracked Trac				1	PART 11	DATA F	ROM PRE	VIOUS FI	- DATA FROM PREVIOUS FISCAL YEARS						
TRACEED 1.5 TRACEED 1.	FY88 ASSESSMENT			! . !	BJECT:	ENLISTE	I COMMI	SSIONING	s b. cate	;	CRUITIN	S AND AC	CESSIONS		
Asian Maerican/Pacific Islander 3 821 0.000 0.000 0.000 4 821 0.000	TRACKED GROUPS	. ;		ALE C(A/B)	(aso) a	<u>,</u>	6 0	FEMALE C(A/B)	;	•	:	C(A/B)	:	80	FOR OSD USE
State Kidor-Hispanic) State Marcian Indiat/Alsakan Native State Marcian Indiat/A		<u>~</u>	821	0.00		0		;		3	821	0.00		-	
Hispanic State Kidor-Hispanic State Kid		4	821	0.0		0				7	821	00.00			
Higherical Higherical Higherical Higheri		53	821	90.0		۲٦					2	20			
Unite (Mon-Hispanic) 709 821 0.08 28 821 0.05 0.05 737 821 0.09 1.00		 «o	821	0.01						? •		5 6			
Other/Unknown 12 821 0.01 0.05 0		502	821	9.8		78				7,27	2.5	5 6			
TARCKED TARC	6) Other/Unknown	12	821	0.01		0				: 2	2 6	200			
TRACKED S. A RALE C. C. C. C. C. C. C. C	7) TOTAL	789	821	0.0		32				821	821	1.00			
TRACKED S. AMLE GROUPS A FEMALE	FY87 ASSESSMENT	1 1 1 1 6 0 1													1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
American Indian/Alaskan Native Sasts State Indian/Alaskan Native Sasts Sasts Indian/Alaskan Native Sasts Sasts Indian/Alaskan Native Sasts Sasts Indian/Alaskan Native Sasts Indiany Sasts Indiany Sasts Indiany Sasts Indiany Sasts Indiany Sasts Indian	· · · · · · · · · · · · · · · · · · ·		ì			1,4				1					
American Indian/Alaskan Native Asian American/Pacific Islander 2 682 0.00 682 0.00 2 682 0.00 0.00 2 682 0.00 0.00 0.00 2 682 0.00 0.					(0SD)d			remale C(A/B)				OTAL C(A/B)	D(0SD)	ထ	FOR OSD USE
Asian American/Pecific Islander 2 682 0.00 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 43 682 0.00 682 0.00 43 682 0.00 682		- 6	782	9			-	¦ -		-					
## spanic	-		8 8	3 8						~ (883	8.6			
Hispanic Won-Hispanic)		17	3 3	3 8							3 3	30.0			
White (Non-Hispanic) 576 682 0.84 27 682 0.04 603 682 0.01 Other/Unknown 22 682 0.03 0.04 682 0.04 682 0.03 0.05		- 01	8	3 5		-				3 5	8	9:0			
Other/Unknown 22 682 0.03 0 682 0.04 882 0.04 882 0.04 882 0.04 882 0.04 882 0.04 882 0.05 882 0.05 882 0.05 882 0.05 982 0.00 922 0.00 4 922 0.00 882 0.00 882 0.00 922 0.00 922 0.00 922 0.00 <th< td=""><td></td><td>576</td><td>682</td><td>78</td><td></td><td>2</td><td></td><td></td><td></td><td>207</td><td>8 8</td><td></td><td></td><td></td><td></td></th<>		576	682	78		2				207	8 8				
TOTAL FYB6 ASSESSHENT FYB6 ASSESSHENT FYB6 ASSESSHENT FRACKED GROUPS American Indian/Alaskan Native A 922 0.00 Black (Non-Hispanic) S69 922 0.03 White (Non-Hispanic) S69 922 0.05 S7 922 0.05 White (Non-Hispanic) S7 922 0.05 S8	_	22	682	0.03				- ,-		3 6	8 8	8 6			
FRACKED S. MALE GROUPS S. MALE GROUPS S. TOTAL TOTA	TOTAL	653	789	9.0		8				88 1	685 85	. 8			
TRACKED GROUPS S	FY86 ASSESSMENT	; ; ; ; ;													
American Indian/Alaskan Native 4 922 0.00 0 922 0.00 4 922 0.00 Asian American/Pacific Islander 1 922 0.00 0 922 0.00 4 922 0.00 Asian American/Pacific Islander 1 922 0.00 0 922 0.00 Asian American/Pacific Islander 1 922 0.00 Asian American			AM.			71		F 14 20 20 20 20 20 20 20 20 20 20 20 20 20							
American Indian/Alaskan Native 4 922 0.00 0 922 0.00 4 922 Asian American/Pacific Islander 1 922 0.00 0 922 0.00 1 922 Black (Non-Hispanic) 56 922 0.06 1 922 0.00 57 922 Hispanic 699 922 0.76 39 922 0.00 28 922 Other/Unknown 87 922 0.09 7 922 0.04 738 922 TOTAL 1005 0.05				C(A/B)	(asa)a			C(A/B)				OTAL C(A/B)	(aso)a	<u>∞</u>	FOR OSD USE
Astan American/Pacific Islander 1 922 0.00 0 922 0.00 1 922 0.00 81 822 0.00 1 922 0.00 1 922 0.00 81 81 873 922 0.05 1 922 0.00 87 922 0.05 82 0.00 87 922 0.05 87 922 922 922 922 922 922 922 922 922 0.05 87 922 922 922 922 922 922 922 922 922 92		7	922	0.00		0	925	;		7	922	00.0		_	
Black (Non-Hispanic) 56 922 0.06 1 922 0.00 57 922 Hispanic 26 922 0.03 2 922 0.00 28 922 White (Non-Hispanic) 699 922 0.76 39 922 0.04 78 922 Other/Unknown 87 922 0.09 7 922 0.01 94 922 TOTAL 873 922 0.095 49 922 0.01 94 922			922	0.00		0	022				920	3 6			
Hispanic 26 922 0.03 2 922 0.00 28 922 White (Non-Hispanic) 699 922 0.76 39 922 0.04 738 922 Other/Unknown 87 922 0.09 7 922 0.01 94 922 TOTAL 873 922 0.095 492 0.05 922 922		<u>ک</u> ر	922	90.0		·	925			52	922	2 2			
White (Non-Hispanic) 699 922 0.76 39 922 0.04 738 922 Other/Unknown 87 922 0.09 7 922 0.01 94 922 10TAL		- 92 92	922	0.03		~	925		-	. «	62	3			
Uther/Unknown 87 922 0.09 7 922 0.01 94 922 TOTAL 49 922 0.05 922 <td< td=""><td></td><td> 669</td><td>922</td><td>0.76</td><td></td><td>36</td><td>925</td><td></td><td></td><td>82</td><td>922</td><td>8 8</td><td></td><td></td><td></td></td<>		 669	922	0.76		36	925			82	922	8 8			
922 925 0.05 626 927 928 928 928 928		 J &	922	0.00		~	925			8	922	0.10			
		875	226	0.95		67	625			652	922	1.00			

1. FYB9 ASSESSMENT 4.a. SUBJECT: PROFESSIONAL BRANCHE GROUPS GROUPS (1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL 9.a. THE NUMBERS IN COLUMN A ARE: NUMBER ACCESSED 10. STATEMENT OF SERVICE/COMPONENT Advocate General, Nurse, and C of 7 percent Black and 4 perce 11. ASSESSMENT: Navy recruiting d The low number of appointments above is included in the direc				PART 1	- DATA	FROM CE	IRRENT	- DATA FROM CURRENT FISCAL YEAR	EAR						
	1 1 1 1 1 1 1 1 1 1 1 1 1	<u></u>	2. 000 CO	COMPONENT/SUBCOMPONENT:	COMPONE		M @	3. SOURCE a. OFFICE: EQUAL	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	: =	L MILITA	SOURCE AGENCY: NAVAL MILITARY PERSONNEL OFFICE:	MNEL COMMAND b.	TAND b. TEL AV	TELEPHONE NUMBER: AV 224-2007
	PROFESSIONAL BRANCHES (LEGAL, CHAPL)	(LEGAL, C	HAPLAIN	VIN, MEDICAL)	• • • •	; 6 6 1 1 1	<u>a</u>	b. CATEGORY:	:	CRUITIN	3 AND AC	RECRUITING AND ACCESSIONS			
	10	. ≺	MALE B C(/	LE C(A/B) D(OSD)	. 6	•	FEMALE B C(A	<u>(8</u>	(aso)a	7. A	6	TOTAL C(A/B)	0(080)	<u> </u>	FOR OSD USE
	Alaskan Native		:	0.00			: 	0.30		2 00	898	0.0			
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STATEMENT OF SE Advocate Genera of 7 percent 81 ASSESSMENT: Na The low number above is includ	COLUMN A ARE:	1 1 1 6 4 1 1	1 1 1 1 1	- - - - - - - - - - - - - - - - - - -	t t t	1 1 1 1 1 1	<u> </u>	b. THE NUMBERS IN COLUMN TOTAL NUMBER ACCESSED	MBERS I	THE NUMBERS IN COLUMN TOTAL NUMBER ACCESSED	N B ARE:				
ASSESSMENT: Na The low number above is includ	STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION() Advocate General, Nurse, and Chaplain Corps. Navy of 7 percent Black and 4 percent Hispanic annually.	FFIRMATIVE plain Corp Hispanic	E ACTION	% Recr	issions ng Comm	Commissions into the uiting Command goals		essional direct p	branct rocure	nes incl	ude Med Lect th	ical, Der	Professional branches include Medical, Dental, Medical Service, for direct procurement reflect the Navy goal to commission a mi	ical Se	Professional branches include Medical, Dental, Medical Service, Judge for direct procurement reflect the Navy goal to commission a minimum
	ASSESSMENT: Navy recruiting did not attain di The low number of appointments caused Navy to above is included in the direct appointment da	not atta aused Navy appointmen		rect appointment goals because of low accessions into medical, medical service, and nurse corps. fall short of total direct appointment goal and was not limited to minority goals. Data listed ita on page 1-14 but is listed separately to show the number commissioned into professional branches.	ent goa total	ls becau direct a	ise of ippoint depart	low accer ment goar	ssions l and k	into me tas not the num	dical, I limited	medical s to minor nissioned	service, arity goals	and nur s. Dat ofessic	and nurse corps. is. Data listed ofessional branch
			Ş	DIRECT PROCUREMENT RECRUITING RESULTS	COCUREM	ENT RECR	UITING	G RESULTS ATTAINMENT	-						
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		FY-86		Black and		Hispanic Hispanic	ν •		and 39	Hispanic	ຸເລ				

	! ! ! ! !			PART 11 -	DATA FR	OM PREVI	OUS FISC	DATA FROM PREVIOUS FISCAL YEARS	t : : : :	1 1 1 1 1 1				
FY88 ASSESSMENT			الا. ه. م	SUBJECT:	PROFESSIONAL		BRANCHES	b. CATEGORY:	;	CRUITING	RECRUITING AND ACCESSIONS	ESSIONS		
TRACKED GROUPS	S. A	2 0	MALE C(A/B)	(OSO) a	<u>,</u>	 E	FEMALE C(A/B)	0(080)	7. A	6	TOTAL C(A/B)	8 (OSO) a	8. G	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	28 616 53 73 73	1094 1094 1094 1094 1094	0.0.00 0.04 0.05 0.05 0.05		20 20 12 289 11 341	1094 1094 1094 1094 1094	0.00		4 5 6 2 4 5 6 2 4 5 6 5 4 5 6 5 6 6 6 6 6 6 6 6 6 6 6 6	1094 1094 1094 1094 1094	0.00			
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(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	0 10 23.2 23.2 25.2	278 278 278 278 278 278 278	0.00000		25 0 1 0 0	278 278 278 278 278 278 278	0.0000000		0 11 4 257 278	278 278 278 278 278 278 278	0.00.00.00.00.00.00.00.00.00.00.00.00.0			
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COMPOSITION

DISTRIBUTION OF ACTIVE DUTY FORCES BY SERVICE MANK, SET, AND ETHNIC CHOUP SEP 1969 NANY COMMISSIONED OFFICER

DMDC-3035E0

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DISTRIBUTION OF ACTIVE DUTY FORCES
BY SERVICE, RAME, SER, AND ETHNIC GROUP
SEP 1989
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DMDC - 3035EU

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DISTRIBUTION OF ACTIVE DUTY FURICES
BY SERVICE, RANK, SEI AND ÉTHRIC GROUP
SEP 1000
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PROMOTIONS

1. F789 ASSESSMENT 2. DOD COMPONENT/SUBCOMPONENT: 3. SOUNCE AGENCY: NAVAL HILTRAY PERSONNEL COMMAND 4. a. SUBJECT: LINE LIEUTENANT (0-3) 4. a. SUBJECT: LINE LIEUTENANT (0-3) 4. a. SUBJECT: LINE LIEUTENANT (0-3) 5. a. MALE TRACKED GROUPS (1) American Indian/Alaskan Mative 6 8 0.75	I. FYB9 ASSESSHENT		PART I - DA	TA FROM CUR	DATA FROM CURRENT FISCAL YEAR	YEAR						
SUBJECT: LINE LIEUTENANT (0-3) TRACKED GROUPS Asian American/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Black		; • .	NENT/SUBCOMPO		:	CE AGENCY: CE: L OPPORTUN		TILITARY SION (NM	PERSONN PC-61)		ND TELEPHO AV 224	NE NUMBER -2007
TRACKED GROUPS American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Black (Non-Hi			; ; ; ; ; ; ;		b. cate	:	ICER PRO	40T TONS				
######################################	TRACKED GROUPS	A B	(0SO)0	⋖	<u> </u>	(aso)a	<	۲	(8)		1	OSD USE
THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED TATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Fromotion or advancement opportunities for minorities		8 112 148 121 3817 4232	*2*=233				101 154 110 3847 25 4244		0.00			
STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): promotion or advancement opportunities for minorities of	, THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED	1			b. THE IN-Z	NUMBERS IN		B ARE:) ; ; ;
		FIRMATIVE ACTION(S) Inities for minoritie	;	d assess p	romotion and	advancem	ent data	and ider	itify an	y signifi	cant var	iances ir
		74 74 74 74 74 74	Blac 89% 86% 87%	lection Per Hispani 83% 92% 87%	centages c Female 96% 96%	Navy-wide 94% 94% 94%	u l					
Hispanic Female 83% 96% 92% 96%		FY-86		86%	x96	% 76						

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			•	PART 11 -	- DATA FROM PREVIOUS FISCAL YEARS	M PREVI	OUS FISC	AL YEARS				;		
FY88 ASSESSMENT			15 · 8 · 4	SUBJECT:	LINE LIEUTENANT	TENANT	(0-3)		b. CATEGORY:	: :	FFICER P	OFFICER PROMOTIONS	s	
TRACKED GROUPS	5. A	2	MALE C(A/B)	(OSD) O	<u>, 6</u>	8	FEMALE C(A/B)	(0SD)q	7. A	E 66	TOTAL C(A/B)	(080)0	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	7 117 92 3822 18 4134	7 84 141 100 4036 22 22 4390	0.73 0.83 0.82 0.82 0.82		37 37 14 264 320	38 38 15 273 273 333	1.00 0.97 0.93 0.93		10 80 154 106 4086 18 4454	10 86 179 115 4311 4723	0.93 0.92 0.95 0.95		 	
FY87 ASSESSMENT														
TRACKED GROUPS	A	¥	MALE C(A/B)	(aso)a	۰ ف	8	FEMALE C(A/B)	(aso)a	7. A	E 60	TOTAL C(A/B)	(aso)a	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	10 39 102 84 2608 2608 2883	10 42 119 97 2769 45 45	0.93		211	23 23 23 25 25 25 25 25	0.91 1.00 1.00 1.00		10 43 123 86 2819 42 3123	10 46 142 99 2992 47 3336	1.00 0.93 0.87 0.94 0.99			
FY86 ASSESSMENT TRACKED	15.	Ì	MALE		6.		FEMALE		7.	F	TOTAL		<u>80</u>	FOR OSD USE
GROUPS	⋖	8	C(A/B)	(QSD)q	۷	8	C(A/B)	0(080)	⋖	6	C(A/B)	(OSD)q	;	
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	37 89 3155 34.08	2 42 106 105 3334 41 41 3630	0.85 0.85 0.85 0.85 0.85		29 277 277 323	287 287 287 338	1.00 1.00 1.00 1.00 0.97		2 119 98 3432 3731	2 48 140 114 3621 43 3968	0.00			
DD Form 2509 Reverse, DEC 87														3-3

TI - DATA FROM CURRENT FISCAL YEAR ENT/SUBCOMPONENT: D(OSD) D(OSD) A B C(A/B) C	Y89 ASSESSI SUBJECT: SUBJECT: American It Asian Ameri Black (Non-	UTENANT (0-3 kan Native ic Islander	A B A B 18 37 29 456 4 13 554 5 5 554 5	· · · · · · · · · · · · · · · · · · ·	7/SUBCOMPC	S. A A 314 16 391 16 391		SOURCE AGE OFFICE: EQUAL OPPC CATEGORY: CATEGORY:	ORTUNITO OFFICE	NAVAL MILITARY PERSONNEL COMMAND Y DIVISION (NMPC-61) ER PRCMOTIONS 2 2 1.00 8 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	(NMPC-61) (NS NS 107AL (C(A/B) 0.89 0.89 0.88 0.96 0.95 1.00	D(OSD)	AND b. TELEPHONE NUM AV 224-2007 AV 284-2007	TELEPHONE NUMBER: AV 224-2007 FOR OSD USE
SUBJECT: STAFF LIEUTENANT (0-3) SUBJECT: STAFF LIEUTENANT (0-3) TRACKED ARETICAN Indian/Alaskan Native Asian American Indian/Alaskan Native THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): promotion or advancement opportunities for minorities of the number selected was the highest in four Asian American/Pacific Islander females was lower, but	SUBJECT: SUBJECT: TRA TRA GRE GRE American It Asian Ameri Hispanic (Non-	UTENANT (0-3 kan Native ic Islander	A B 118 37 29 456 4 13 554 5 5 554 18 18 18 13 13 13 13 13 13 13 13 13 13 13 13 13) (GSD) (GSD) (ST)	S. A 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	,, <u> </u>	SOURCE AGE OFFICE: EQUAL OPPC CATEGORY: CATEGORY:	OFFIC OFFIC OFFIC OFFIC OFFIC ONSIDER	AL MILITAR IVISION (P PROMOTION) TG B TG 27 27 27 27 28 51 807	NMPC-61) S OTAL C(A/B) 1.00 0.89 0.96 0.96 0.96 1.00	D(OSD)	AND AV 224-1	007
SUBJECT: STAFF LIEUTENANT (0-3) TRACKED GROUPS American Indian/Alaskan Native 1 1 1 1.00 Asian American/Pacific Islander 37 39 0.95 Black (Non-Hispanic) 29 34 0.85 White (Non-Hispanic) 13 13 1.00 TOTAL 554 594 0.93 THE MUMBERS IN COLUMN A ARE: IN-ZONE SELECTED STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): promotion or advancement opportunities for minorities of minorities and lower, the number selected was the highest in four Asian American/Pacific Islander females was lower, but	SUBJECT: TRA TRA GRC GRA Asian American Ir Asian American Ir Hispanic	UTENANT (0-3 ic Islander	A B 118 29 4,56 4,13 554 5	ALE C(A/B) 1.00 0.95 0.95 0.93	, ,,,	;	E	CATEGORY: (A/B) D(OSC 00 1.94 1.98 1.98 1.98 1.18 NUMBER 1.N-ZONE CC	: : 6: : : : : : : : : : : : : : : : :	PROMOTIONS 10 27 27 807 807 994	C(A/B) 0.89 0.96 0.98 0.98 0.95			D USE
TRACKED GROUPS American Indian/Alaskan Native Asian American/Pacific Islander Asian American/Pacific Islander Asian American/Pacific Islander Asian American/Pacific Islander Black (Non-Hispanic) 37 39 0.95 Black (Non-Hispanic) 29 34 0.85 Unite (Non-Hispanic) 37 39 0.95 Hispanic 37 39 0.95 Unite (Non-Hispanic) 37 39 0.95 34 0.85 I 1.00 554 594 0.93 I 1.00 554 594 0.93 IN-ZONE SELECTED STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): promotion or advancement opportunities for minorities of minoriti		ic Islander	A B 118 12 29 4 4 56 4 5 5 5 5 5 6 18 18 18 18 18 18 18 18 18 18 18 18 18	ALE C(A/B) 1.00 0.95 0.95 0.93 1.00		; « ;	, <u>т</u> ,	E. (A/B) D(OSC	7. A 24 24 75 770 29 245 RS IN COLUM	807 807 807 807 807 807 807 807 807 807	OTAL C(A/B) 1.00 0.89 0.96 0.95 1.00			o use
American Indian/Alaskan Native 18 19 19 0.95 Asian American/Pacific Islander 18 19 0.95 Black (Non-Hispanic) 29 34 0.85 White (Non-Hispanic) 456 488 0.93 Other/Unknown 554 594 0.93 THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED 554 0.93 STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): promotion or advancement opportunities for minorities of minorities o		dian/Alaskan Native can/Pacific Islander Hispanic) Hispanic) Mn SIN COLUNN A ARE:	18 18 29 456 4 554	i i		344 24 34 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4		. 00 . 97 . 94 . 98 . 00 . 98 . 98 . 1NE NUMBER IN-ZONE CC	24 75 75 77 770 29 945 RS IN COLUM		0.89 0.88 0.88 0.95			1
THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED TATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): romotion or advancement opportunities for minorities of minorities o	(6) Other/Unknown (7) TOTAL	IS IN COLUMN A ARE:	IRMATIVE	1 1 1 8 8 9 9 1 1 1 1	; ; ; ;	6 1 1 1 6 1 7	<u>a</u>	THE NUMBER IN-ZONE CC	RS IN COLUM		0.95			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
ON(S): Orities of inflieut in four infour	9.a. THE NUMBERS IN-ZONE SELE	ירברונה	IRMATIVE A					in and advar	.,,	MN B ARE: 3Y TRACKED	D GROUP			
Lieutenant were comparable for all four years. Females were selected but the small number in zone is no Selection Percentages	10. STATEMENT OF promotion or	F SERVICE/COMPONENT AF	ities for m	ON(S):	fonitor and women.	d assess	promotío		ncement dat	and ide	lentify a	ny signit	ficant varie	nces in
Black Hispanic Female	11. ASSESSMENT: was lower, th Asian America	The in-zone selection the number selected was can/Pacific Islander f	rates to the highe	Lieut four but	enant were wears. Fe	e comparab emales wer number in	ole for a re select n-zone is	0	ies except gh <i>er</i> rate t stically si	Hispanic: than male: ignificant		Even though t The in-zone s	the Hispanic rate selection rate for	rate te for
96x 88x 98x 81x 95x 92x 91x 90x 94x 88x 100x 95x				FY-89 FY-88 FY-87 FY-86	812 Sel	Hispan 88% 95% 90%	or Female 98% 98% 98% 98% 98% 98% 98% 98% 98% 98%	ΦI	-K					

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FY88 ASSESSMENT 4.a. SUBJECT: STAFF LIEUTEMANT (0-35) b. CATEGORY: OF AMERICAN MATERIAN MATERIALS CAA/8) D(GSD) A B C(A/8) D(GSD) A B	Traced 1				_	PART 11	· DATA FRO	M PREVI	OUS FISC	DATA FROM PREVIOUS FISCAL YEARS				 	: : :	, 1 1 1 1 1 1 1 1 1 1
Production Pro	Section Sect	FY88 ASSESSMENT			: . :	JB JECT:	STAFF LIE	UTENANT	(0-3)	1	b. CATE	;	OFFICER F	ROMOTION:		
American Indian/Alaskan Native Asian American/Pacific Islander (Architspanic) 15 / 16 0.94 0.94 0.95 0.95 0.95 0.95 0.95 0.95 0.95 0.95	SHEATIVE 15 16 0.94 15 16 0.83 1.00 15 1.00	TRACKED GROUPS		I	ALE C(A/B)	(0SD)q	,		MALE C(A/B)	0(080)	7. A	:	TOTAL C(A/B)	:	80	FOR OSD USE
Asian Awarican/Pacific Islander 5	Sample 15			: '									:			
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Histophic State (Nor-Hispanic) State (N	15	-	5	9	0.94		<u></u>	9	0.83		20	,		_		
Hispanic His	15 16 0.94 0.94 0.65 1.00 0.74 0.75 0.95 1.00 1.1	_	37	97	0.80		15	¥	0 83		2	1 3				
White (Wor-Hispanic) 460 512 0.76 254 0.70 714 784 0.79 0.71 714 786 0.99 0.99 714 786 0.99 0.99 0.99 0.99 714 786 0.99	11		Ť.	2 2	8 6		· ·	2 >	3 8		7 6	.				
Other/Linktoon Total Fr87 ASSESSMENT Fr84 ASSESSMENT	SMENT 11 1.00		2 647	5 5	8		26	ì	3.6		7	7				
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TRACKED 5	Sheart S		240	603	3.8		285	309	0.92		45	912	9.6			
TRACKED S. MALE GROUPS S. FEMALE GROUPS S. GROUPS GROUPS S. GROUPS GROUPS S. GROUPS	5.	FY87 ASSESSMENT							1	;						; ; ; ; ;
GROUPS A B C(A/B) D(OSD) A B C(A/B) D(OS	A B C(A/B) D(OSD) A B C(A/B) D(OSD) A B C(A/B) D(OSD)	TRACKED	5.	3	N. F.		1,4	133	MAIR	1	7			-		
American Indian/Alaskan Native Asian American/Pacific Islander 1 1 1.00 0	Stander S	GROUPS			C(A/B)	0(080)		_	C(A/B)	(QSO)Q			C(A/B)		×.	FOR OSD USE
## 15	Stander S				- 00											
Main to Name Candy Pacific Stander Sta	Stlander 27 3 0.97	_	- ı	– 1	3.		0	0	:	_		_	9.			
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Hispanic Walte (Non-Hispanic) 26 37 0.94 50 29 0.90 20 0.90 20 20 0.90 20 20 0.90 27 0.93 27 0.93 27 0.93 27 0.93 27 0.93 27 29 0.70 27 27 27 0.93 27 27 0.93 0.93 0.93 0.93 0.93 0.93 0.93 0.93 0.93 <td> 346 375 0.92 184 196 0.94 530 571 0.93 1</td> <td>-</td> <td>22</td> <td>8</td> <td>8.0</td> <td></td> <td>72</td> <td>5</td> <td>0.93</td> <td></td> <td>77</td> <td>45</td> <td></td> <td></td> <td></td> <td></td>	346 375 0.92 184 196 0.94 530 571 0.93 1	-	22	8	8.0		72	5	0.93		77	45				
White (Non-Hispanic) 346 375 0.92 184 196 0.94 530 571 0.93 Other/Unknown 18 20 0.90 9 1.00 27 29 0.93 TOTAL 417 456 0.91 213 226 0.94 630 682 0.93 FY86 ASSESSMENT FY86 ASSESSMENT FRACKED FFRALE 7. FFRALE 7. TOTAL 8. GROUPS A B C(A/B) D(0SD) A B C(A/B)	346 375 0.92 184 196 0.94 530 571 0.93		2	23	0.87		9	9	1.00	•	26	8	_			
Other/unknown 18 20 0.90 9 1.00 27 29 0.93 TOTAL 417 456 0.91 213 226 0.94 630 682 0.93 8 TRACKED 5 Assistant Alloward 5 American Indian/Alaskan Native 5 American Indian/Alaskan Native 0	18 20 0.90 9 1.00 6.30 6.30 6.92 0.93		346	375	0.92		787	196	76.0		530	57.				
FY86 ASSESSMENT FY86 A	417 456 0.91 213 226 0.94 630 682 0.92		8	20	0.00		0	0	100		22	, 5				
TRACKED 5. MALE 6. FEMALE 7. TOTAL AB AB TOTAL B C(A/B) D(OSD) AB C(A/B) D(OSD) AB C(A/B) D(OSD) B C(A/B) D(OSD) B C(A/B) D(OSD) B C(A/B) D(OSD) B C(A/B) D(OSD) B C(A/B) D(Shent		417	456	0.91		213	226	0.94	-	630	683				
TRACKED 5. MALE 6. FEMALE 7. TOTAL 8 C(A/B) B. GROUPS American Indian/Alaskan Native 0 0 0 0 0 0	S	FY86 ASSESSMENT					 	! ! ! !	! ! ! !		:					
GROUPS A B C(A/B) D(OSD) A B C(A/B) D(OSD) C(A/B) D(OSD) American Indian/Alaskan Native 0 0 0 0	Native 0 0 0 </td <td>Q</td> <td>5.</td> <td>X</td> <td></td> <td>f ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! !</td> <td>.9</td> <td>9</td> <td>WALE</td> <td></td> <td>7.</td> <td></td> <td>OTAL</td> <td>-</td> <td><u>«</u></td> <td>EDR OSD HSE</td>	Q	5.	X		f ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! ! !	.9	9	WALE		7.		OTAL	-	<u>«</u>	EDR OSD HSE
American Indian/Alaskan Native 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 15 14	Stander 10 15 14 14 <t< td=""><td>GROUPS</td><td>⋖</td><td>œ</td><td>C(A/B)</td><td></td><td>۷ </td><td></td><td>C(A/8)</td><td>(080)0</td><td>⋖</td><td></td><td>C(A/B)</td><td></td><td><u>:</u></td><td>30 80</td></t<>	GROUPS	⋖	œ	C(A/B)		۷ 		C(A/8)	(080)0	⋖		C(A/B)		<u>:</u>	30 80
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Black (Non-Hispanic) 34 39 0.87 22 25 0.83 56 64 Hispanic 9 9 1.00 5 5 1.00 14	34 39 0.87 22 25 0.83 56 64 9 9 1.00 5 5 1.00 14 14 595 629 0.95 279 293 0.95 874 922 22 22 1.00 8 8 1.00 30 30 670 709 0.94 319 336 0.95 989 1045		2	9	1.00		· ·	, v	=======================================			s f	, 8			
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White (Non-Hispanic) 595 629 0.95 279 293 0.95 874 922 Other/Unknown 22 22 1.00 8 1.00 30 30 TOTAL 670 709 0.94 319 336 0.95 989 10.45	595 629 0.95 279 293 0.95 874 922 22 22 1.00 8 8 1.00 30 30 670 709 0.94 319 336 0.95 989 1045		٥	٥	90.			, _r .	3 2			\$ >	8 8	-		
Other/unknown 22 22 1.00 8 1.00 30 30 10.00 10.05 10.05 989 10.05	22 22 1.00 8 8 1.00 30 30 50 670 709 0.94 319 336 0.95 989 1045		595	659	0.95		279	, 50	8		87.6	600	 8 6			
TOTAL 319 336 0.95 989 10.25	670 709 0.94 319 336 0.95 989 1045) Other/Unknown	55	22	00		~ «	i «	3 5			2 2				
) TOTAL	029	602	0.94	_	319	336	26.0		686	1045				

DD Form 2509 Reverse, DEC 87

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•	1. FYB9 ASSESSMENT	<u>N</u>	2. 000 CC U.S. 1	OMPONENT	COMPONENT/SUBCOMPONENT:	PONENT:	1 1 1 1	3. SOUR 8. OFF	SOURCE AGENCY: NAVAL MILITARY PERSON OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	Y: NAVAL	MILITAR ISION (MILITARY PERSONNEL	HEL COMMAND b.	D TELEPHONE NUMBER: AV 224-2007	
	4.a. SUBJECT: LINE LIEUTENANT COMMANDER (0-4)	DER (0-4	•					b. CATE	CATEGORY: 01	OFFICER PROMOTIONS	OMOT 10N	s			
-	TRACKED GROUPS	≪	B HAI	ALE C(A/B)	(OSD) Q	, A	. u.	FEMALE C(A/B)	(OSD)	7. A	E 60	TOTAL C(A/B)	0(0SD) 8.	FOR OSD USE	 ! !
	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	5 15 39 17 1203 5 1284	5 24 64 1619 7 1742	1.00 0.71 0.61 0.65 0.72 0.73		180 190 195	240 240 263 263	0.80 0.64 1.00 0.75 0.33		5 48 48 1383 1479	5 26 78 27 1859 10 2005	0.62 0.62 0.67 0.67 0.60 0.74			·
	9.a. THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED							b. THE	b. THE NUMBERS IN COLUMN IN-ZONE CONSIDERED	IN COLUMN IDERED	B ARE:				
	10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTI promotion or advancement opportunities for mino	FIRMATIV ities fo	r minor	ON(S): F	Monitor or women.		S prom	otion and	a dvancer	ment data	D	entify (any signifi	Variances	<u>c</u>
-	. ASSESSMENT: The in-zone selection rate for Bla it was for the three previous years. The numbe years of collected data. Selection rates among	n rate f rs. The on rates	or Blac number among	k officers to of minority females were	ers to l prity of Were con	o line Lieutenant Commande officers selected for lin comparable, as were total	tenant (elected as wer	Commande for lin∉ 'e total	r was lower than other groups, parti e Lieutenant Commander this year is selection rates for male and female	er than c ant Comma n rates f	ther gr nder th or male	oups, pais year and fem	ick officers to line Lieutenant Commander was lower than other groups, particularly for it of minority officers selected for line Lieutenant Commander this year is the highest remales were comparable, as were total selection rates for male and female.	for males, as hest in the six	
				FY-89 FY-88 FY-87 FY-86	81ack 62% 68% 66%	K Hispanic Femal Femal	ion Percent Hispanic F 67% 7 50% 7 68% 7	tages Female 74% 75% 75%	Navy-wide 74% 72% 76% 75%	쇰		:			

			_	- 11 - NAK	DAIA	7 KE	OUS FISC	DATA FROM PREVIOUS FISCAL YEARS						
FY88 ASSESSMENT			16.8. St	SUBJECT:	LINE LIEUTENANT		COMMANDER	(4-0)	b. CATEGORY:	:	OFFICER P	PROMOTIONS	S	
TRACKED GROUPS	. A	E 60	MALE C(A/B)	(0SD)0	, V	8	FEMALE C(A/B)	(0SD)Q	7. A	· œ	TOTAL C(A/B)	(OSD)	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native		-	0.00		0	0	:	1	0	-				
-		22	3.		<u>-</u>	•	:		2	52	3.			
(3) Black (Non-Hispanic)	1	54	0.71		2	4	0.50		\$	88		-		
(4) Mispanic	9	12	0.50		0	• 	;		9	12		_		
_	732	1004	0.73		2	5	92.0		608	1105				
(6) Other/Unknown (7) TOTAL	44	1074	0.38		° &		0.73		853	17%	0.72	_		
FY87 ASSESSMENT					•			1 4 1 1 1 1 1	; ; ; ; ;	 	• • • • • • • • • • • • • • • • • • •	; ; ; ; ; ;		
TRACKED	15.	, z .	MALE		.9	. 4	FEMALE	•	17.		TOTAL	1	80	FOR OSD USE
GROUPS	< :	co	C(A/B)	(0SO)q	< :	•	C(A/B)	(0S0)0	<	œ	C(A/B)	(0SD)		;
(1) American Indian/Alaskan Native	2	7	0.50			2	0.50		m	9		; ; ; ;		
(2) Asian American/Pacific Islander	٥	•	9.		_		1.00		~	~				
(3) Black (Non-Hispanic)	43	9	9.0		∞	12	29.0		5	22	9.0			
(4) Hispanic	14	2	0.67				9.		5	22				
(5) White (Non-Hispanic)	1248	1632	0.76		116	154	ر. ال		1364	1786				
	14	2 5	0.0		o !	0 !	: }		2	25.50	2;			
(7) TOTAL	1327	1748	0.76		127	פיני	C .n .		767	8161	:	1	:	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
FY86 ASSESSMENT														1
TRACKED GROUPS	5. A	<u>.</u>	MALE C(A/B)	(aso)a	<u>,</u>	8	FEMALE C(A/B)	(OSO) Q	7. A	85	TOTAL ~(A/B)	(0SD)q	8	FOR OSD USE
(1) American Indian/Alaskan Native	4.0	9 8	0.67				0.0	! ! ! !	4.0	~ ~	!	† † † † †		
	7	22	0.61		9	9	09.0		20	82				
	7	20	0.70		0	-	0.0		7	2				
_	1165	1540	0.76		123	160	0.77		1288	1700				
	٠;	12	5.5		۰ <u>۶</u>		8,6		6	13	0.69			
(/) FOTAL	747	1038	c		<u> </u>	?	c/-n -	_	120	200	C			

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EVRO ACCECCIENT			۵	PART I -	DATA FROM	CURREN	DATA FROM CURRENT FISCAL	YEAR					
	14	2. DOD C	OMPONEN	COMPONENT/SUBCOMPONENT:	PONENT:	\$ 1 1 1	3. SOURCE a. OFFICE: EQUAL 0	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	: =	L MILIT	SOURCE AGENCY: NAVAL MILITARY PERSONNEL OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	NNEL COM	AND b. TELEPHONE NUMBER: AV 224-2007
4.a. SUBJECT: STAFF LIEUTENANT COMMANDER (0-4)	NDER (0-	(7)			 		b. CATE	CATEGORY: 01	OFFICER PROMOTIONS	ROMOT 10	SN		
TRACKED GROUPS	5. A	MA 8	MALE C(A/B)	(080)0	, V	8	FEMALE C(A/B)	(aso)a	7. A	.	TOTAL C(A/B)	8 (aso)a	8. FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic)	4 8 7.	24 22	0.57	•	209	2001	!	1 1 1 1 6 4	2 1 1 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	32 %	79.00 78.00 78.00 78.00 78.00		
(4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	47 4 105 629	17 657 123 850	0.82 0.72 0.85 0.74		110	145	0.78		583 110 753	802 130 1017			
9.9. THE NUMBERS IN COLUMN A ARE:	1						b. THE	THE NUMBERS IN COLIN-ZONE CONSIDERED	IN COLUMN IDERED	N B ARE:	••		
10. STATEMENT OF SERVICE/COMPONENT AFF:RMATIVE ACTI promotion or advancement opportunities for mino 11. ASSESSMENT: The in-zone selection rates to starts.	FFIRMATI nities f	or minol	ON(S): rities o	Monitor or women.	ON(S): Monitor and assess promotion and advancementifies or women.	SS proms	otion and inparable est in si	advance	ment dat	t data and identi	dentify for white	fy any signifi white males.	Monitor and assess promotion and advancement data and identify any significant variances in women. It women. The state of the state o
			FY-89 FY-88 FY-87	8 Lack 66% 52% 52%	Selection Percentages	ion Percent Hispanic 75% 82%	tages Female 74% 68% 71%	Navy-wide 74% 77% 79%	휭				
			FY-86	82%	71%		82%	85%					

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				_	PART II -	- DATA FROM PREVIOUS FISCAL YEARS	OM PREVI	OUS FISC	AL YEARS					1	
	FY88 ASSESSMENT		7 1 1 1 1 1 1 1 1 1	7.8. St	SUBJECT:	STAFF LIEUTENANT COMMANDER	EUTENANI	COMMAND		(0-4) b. CATEGORY:	:	FFICER F	OFFICER PROMOTIONS	S	1
- 3	TRACKED GROUPS		E 150	WLE C(A/B)	(aso)a	<u>,</u>	8	FEMALE C(A/B)	(080)0	7. A		TOTAL C(A/B)	0(080)	<u>8</u>	FOR OSD USE
(1) American Indi (2) Asian America (3) Black (Non-Hi (4) Hispanic (5) White (Non-Hi (6) Other/Unknown (7) TOTAL	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	10 462 86 86 86	74 17 24 108 24 24 24 24 24 24 24 24 24 24 24 24 24	0.57 0.59 1.00 0.79 0.79		- 0 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 6 6 132 14 157	0.00 0.33 0.70 0.70 0.70		2 8 12 9 97 883	23 11 777 122 122 123	1.00 0.50 0.52 0.82 0.77 0.80		! ! !	
	FY87 ASSESSMENT				; ; ; ;		! ! ! !		• • • • •	! ! ! !					
⊢	TRACKED Groups	5.	E	ALE C(A/B)	(0SD) q	, V	. E	FEMALE C(A/B)	(080)0	7. A	8	TOTAL C(A/B)	(aso)a	80	FOR OSD USE
(1) American Indi (2) Asian America (3) Black (Non-Hi (4) Hispanic (5) White (Non-Hi (6) Other/Unknown (7) TOTAL	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	6 15 8 797 184 715	20 10 623 209 874	0.86 0.80 0.80 0.80		1,0 0,0 1,4 1,97	17 17 212 279	1.00 0.00 0.69 0.85 0.71		24 24 8 643 225 912	835 11 835 257 1153	0.88 0.65 0.73 0.73 0.88			
→ 0	FY86 ASSESSMENT TRACKED GROUPS	S.	<u>z</u>	HALE C(A/B)	(080)0	6. A	8	FEMALE C(A/B)	(QSD)Q	7. A	6	TOTAL C(A/B)	(0SO)Q	<u> </u>	FOR OSD USE
(1) American Indi (2) Asian America (3) Black (Non-Hi (4) Hispanic (5) White (Non-Hi (6) Other/Unknown (7) TOTAL	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	4 19 19 19 19 19 19 19 19 19 19 19 19 19	23 23 70 104 852	1.00 0.63 0.83 0.71 0.81 0.86	 	112	116	1.00		23 668 101 808	28 28 7 822 116 987	1.00 0.67 0.82 0.71 0.81 0.87			
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		;		D.	PART 1 -	DATA FROM CURRENT	1 CURREN	IT FISCAL	YEAR						
• -	1. FY89 ASSESSMENT		2. 000 C U.S.	OMPONEN	COMPONENT/SUBCOMPONENT:	PONENT:		3. SOURCE a. OFFICE EQUAL	SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	NAVAL P	IILITARY SION (N	PERSONNI MPC-61)	EL COMMA		TELEPHONE NUMBER
6	4.a. SUBJECT: LINE COMMANDER (0-5)	;						b. CATE	CATEGORY: OFF	OFFICER PROMOTIONS	SNOT TONS				1
ĺ	TRACKED GROUPS	5.	MA B	MALE C(A/B)	(aso)a	<u>6</u> A	8	FEMALE C(A/8)	(aso)a	< .	в	TOTAL C(A/B) I	(080)0	80	FOR OSD USE
E8886	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic)	23 721	37 8 1166	0.00 0.38 0.62 0.88		00w03c	00 7 0 8 6	0.43		26 7 7 85 6 6 6	3 44 1264 11	0.00 0.38 0.59 0.62 0.62			
6 C : 5	(c) Other Conkrown (7) TOTAL 9.a. THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED	260	1232	0.62		67	106	0.63 D. THE	0.63 827 827 b. THE NUMBERS IN COLUMN IN-ZONE CONSIDERED	827 N COLUMN DERED	1338 B ARE:	0.62			
6 5	i N C i ≪ N C Z	FIRMATI mities f number on rates minoriti	IVE ACTIC for minol s to lin of minor ies being	orities or in Comman or ity offing selection in FY-89 FY-89 FY-87	Monitor or women. or women. inder were ited. The sand womens and womens are also and womens are also and womens and womens and womens and womens are also and womens and womens and womens are also are also and womens are also are also also are als	and assess promotion comparable except for the comman esmal number of min men competing for the selection Percentages with	ssess promo arable exce to line Cc t number of mpeting for ion Percent Hispanic H	otion and ept for A ommander f minorit r the ser tages Female 63%	tor and assess promotion and advancement data and identify any significant variany men. Were comparable except for American Native males, but the small number in zone is selected to line Commander this year is the highest in six years and suggests a selected to line Commander this year is the highest in six years and suggests a the small number of minorities and women considered for promotion indicates that women competing for the senior grades. Selection Percentages Selection Percentages Stack Hispanic Female Navy-wide Sy 88% 63% 62% Sy 65% 65% 63% Sy 65% 65% 65% So 65% 65% Sy 65% 65% 65% Sy 65% 65% 65%	ent data ative ma is the loomen con	and ider les, but highest sidered	antify arminity arminity arminity arminity arminity yield for prominity yield arminity armini	tify any significant vari the small number in-zone in six years and suggests for promotion indicates th	ficant ficant d sugg	Monitor and assess promotion and advancement data and identify any significant variances in vamen. The women comparable except for American Native males, but the small number in-zone is not identify selected to line Commander this year is the highest in six years and suggests a ted. The small number of minorities and women considered for promotion indicates that the sand women competing for the senior grades. Selection Percentages Selection Percentages Selection Ferentages S
				FY-86	61%	22%		54%	65%						

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					PART II -	DATA FRO	DATA FROM PREVIOUS FISCAL YEARS	FISCAL	YEARS	; ; ; ;					
i.	FY88 ASSESSMENT			4.a. SU	SUBJECT:	LINE COMMANDER	ANDER (0-5)	6	<u>a</u>	b. CATEGORY	:	FICER PR	OFFICER PROMOTIONS		: : : : : : :
TRACKED GROUPS	_		X	ALE C(A/B)	0(080)	, v	FEMALE B C(A	(g)	0(080)	< <	8 10	TOTAL C(A/B)	(030)0		FOR OSD USE
	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic)	4 M V	2 ~ 5	0.80 0.43 0.58		0-0	M 0	0.00		441	⁄ စ Ω်	0.50			; ; ; ; ; ; ;
(4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	anic)	549	28 866 904 904	0.58 1.00 0.63		- 7 0 7 7	60 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.70		8 591 616	13 926 3 971	0.62 0.64 0.67 0.63			
Ĭ.	FY87 ASSESSMENT							1	•						; ; ; ; ; ;
TRACKED GROUPS		<u>ن،</u> «	<u>.</u>	ALE C(A/B)	(OSO)Q	6. A	FEMALE B C(A	(8)	0(080)	<	8	TOTAL C(A/B)	(aso)a	88	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacífic Islande (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	2 12 597 597 621	5 13 927 10 10	0.40		50 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	88870000	0.57 0.00 0.50 0.50		2 1 16 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	20 101 105 1065	0.40 0.80 0.45 0.33 0.33			
	FY86 ASSESSMENT														
TRACKED GROUPS		A	ž B	MALE C(A/B)	D(OSD)	A	FEMALE B C(A	/8)	030)0	<	TOTAL B C(A	(8)	g (aso)a		FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islande (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	727	5 173 8 1153 1195	0.80 0.60 0.59 0.25 0.65		22 0 7 0 0 0	00444	1.00 0.00 0.57 0.00		78 - 28 - 86 - 86 - 86 - 86 - 86 - 86 - 8	5 1195 1241	0.80 0.60 0.22 0.65 0.65			
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1 1 5	TARY EQUAL	OPPORTUNI	TYASSE	S S M E N T RCS 00-FM&P(A)1760
	, , , , , , , , , , , , , , , , , , ,	PART I - DATA FROM	- DATA FROM CURRENT FISCAL YEAR	i. YEAR
1. FY89 ASSESSMENT	2. DOD COMPON U.S. NAVY	COMPONENT/SUBCOMPONENT:	3. SOU a. OFF EQU	SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)
4.a. SUBJECT: STAFF COMMANDER (0-5)			b. CATEGORY:	EGORY: OFFICER PROMOTIONS
TRACKED GROUPS	5. MALE A B C(A/B)	B) D(OSD) A	FEMALE B C(A/B)	7. TOTAL 8. FOR OSD USE (CA/B) D(OSD)
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	1 2 0.50 7 9 0.78 9 13 0.69 3 5 0.60 246 375 0.66 8 12 0.67 274 416 0.66	009700	0 3 1.00 88 0.68 3 0.67	1 2 0.50 7 9 0.78 10 16 0.63 4 6 0.67 292 443 0.66 10 15 0.67 324 491 0.66
9.8. THE NUMBERS IN COLUMN A ARE:			b. THE	THE NUMBERS IN COLUMN B ARE: IN-ZONE CONSIDERED
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTI promotion or advancement opportunities for mind	(FIRMATIVE ACTION(S):	: Monitor and assess s or women.	ss promotion an	promotion and advancement data and identify any significant variances in
11. ASSESSMENT: The in-zone selection rates to staff Commander were comparable for all groups. women, but the small number considered makes relevant conclusions difficult. The small numbers does indicate that the Navy does not yet have sufficient numbers of minorities and women con	ion rates to staff Co sidered makes relevan s not yet have suffic	mmander were compari it conclusions diffi ient numbers of min	able for all gr cult. The smal orities and wom	aff Commander were comparable for all groups. There may be a problem with the selection of Black elevant conclusions difficult. The small number of minorities and women considered for promotion sufficient numbers of minorities and women competing for the senior grades.
	FY-89 FY-88 FY-87 FY-87	81ac 63% 63% 50% 57%	K Hispanic Female 67% 66% 50% 58% 62% 62% 64% 65% 64% 69%	Navy-wide 67% 63% 68% 68%

1		•		- 1	÷		1								
	FY88 ASSESSMENT		1	4.a. SU	SUBJECT:	STAFF CO	COMMANDER (0-5	(0-2)		b. CATEGORY:		PFICER P	OFFICER PROMOTIONS		
TRACKE	TRACKED Groups	5. A	æ ∞	MALE C(A/B)	(050)0	A	60	FEMALE C(A/B)	(QSD)Q	7. A	6	TOTAL C(A/B)	(080)0	80	FOR OSD USE
(1) American Inc	American Indian/Alaskan Mative	7	,	7 00 1		-	-	-				; -	-	:	-
(2) Asian Americ	Asian American/Pacific Islander		1 0	3 2							V (
	dienanic)	- 4	11	2.6		o r				- ;	٠,	-			
	Calleden	n (- 		12	<u>\$</u>				
		7 000	3 40	0.00		- F	_			2 :	4				
	Compden	3 2	22	0.61		₩ C	2 ~	9.8		246	<u>ෂූ</u> හ	2 %			
(7) 101AL		232	326	9.0		45				277	736				
	FY87 ASSESSMENT	•							; ; ; ; ;						;
TRACKED		5.	:	MALE		.6.	: E	FEMALE		17.		TOTAL		8. F	FOR OSD USE
GROUPS	lbS	V	&	C(A/B)	(0SO)d	⋖	8	C(A/B)	(0SD)	∢	80	C(A/B)	(aso)a		
	American Indian/Alaskan Native	0	-	0.00	; ; ;	-	-	1.00	, , , ,	-	2	0.50			
	Asian American/Pacific Islander		4	0.25		-	- -	1.00		7	٠,	0,40			
	lispanic)	2	23	0.56		·-	<u>د</u>	0.20		15	8	0.50			
(4) mispanic (5) thite (200-10	, , , , ,	• •	13	9.70		0 ;	0	;		•	13	97.0			
(5) Wille (MOT-Hispanic)		δ α	126	- · ·		: ი	37	89:0		393	558	2:			
	:	207	265	69.0		- &	7,	0.62		436	31 639	0.68			
	FY86 ASSESSMENT	; ; ; ;			; ; ; ;			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1			!			
TRACKED		15.	Y.	MALE	: ! ! ! !		75	FEMALE				TOTAL	0	;	
GROUPS		⋖	80	C(A/B)	(0S0)0	۷	. co	C(A/B)	(aso)a	۷ :	- &	C(A/B)	oso)a		ruk usu use
	American Indian/Alaskan Native	2 -	2	1.00		0	0			2 !	2	1.00			
	Asian American/Pacific Islander	7	•	29.0		7	m	79.0		•	0	0.67			
	ispanic)	12	20	09.0		0		0.0		2	, 52	0.57			
		•	- -	0.67		<u>-</u>	7	0.50		^	Ξ	20.0			
	ispanic)	353	510	69.0	_	75	29	0.71		395	895	69.0			
(6) Uther/Unknown (7) IOTAL		o 98	7, 7, 5	0.53		10 0	<u></u>	0.71		17	54	0.58			
		- !	}	- :		₹ -	y		-	420	ဝဂ္ဂ	69-0			

1.000 COMPONENT SIBECOMPONENT 1.000 COMPONENT 1.000 CO		RILI	TARY	E Q U	A L	0 4 4 0	RTUNI	٠ ۲	ASSES	X III X	-				RCS DO	RCS DO-FM&P(A)1760
10 10 10 10 10 10 10 10	:	9 0 6 6 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	• • • • • •	; ; ; ;	ď	-	DATA FROM	CURREN	T FISCAL Y	EAR						
TRUCKED 1	-	FY89 ASSESSMENT			OMPONEN' NAVY	T/SUBCOM	PONENT:		•	AGENCY:	NAVAL IITY DIV	MILITAL ISION (RY PERSON	INEL COM	PHAND b. TEL	EPHONE NUMBE 224-2007
TRACKED 15. A B C(A/B) D(OSD)	40	. SUBJECT: LINE CAPTAIN (0-6)	, , , , ,	; ; ;		, 	1 1 1 1 1 1 1 1	, ! !	b. CATEGO	:	ICER PR	NOT TOMO	6	† 	•	1 1 1 1 1 1 1 1 1
### Intercent 1 1 1 1 1 1 1 1 1	:	0	5. A	¥	LE C(A/B)	(aso)a	A		æ	(080)	. <	;	OTAL C(A/B)	(OSO)Q		OR OSD USE
THE NUMBERS IN COLUMN A ARE: IN-ZONE SELECTED TATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances romotion or advancement opportunities for minorities or women. SEESWENT: The in-zone selection rates to line Captain were comparable for all groups. What is not reflected in the figures is that three Bla ales, one Hispanic male, and two majority females were selected from below the zone this year. The small number of minorities and women onsidered for promotion indicates that the Navy does not yet have sufficient numbers of minorities and women competing for the senior grades. Selection Percentages Selection Percentages Selection Percentages FY-89 S3X 100X FY-89 S3X S3X S5X S5X S5X S5X S5X S5X	3888889	6	7 2 3 3 4 4 7 7 7 7 7	596	0.33	; ; ; ; ; ;	000000	000000	0.32		292	0 3 4 615 622	0.33			
PROMOCION OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor and assess promotion and advancement data and identify any significant variances promotion or advancement opportunities for minorities or women. ASSESSMENT: The in-zone selection rates to line Captain were comparable for all groups. What is not reflected in the figures is that three Ble males, one Hispanic male, and two majority females were selected from below the zone this year. The small number of minorities and women competing for the senior grades. trend for promotion indicates that the Navy does not yet have sufficient numbers of minorities and women competing for the senior grades. The number in-zone has remained constant for the six years of collected data. Selection Percentages FY-89 33%	9.	. THE MUMBERS IN COLUMN A ARE: IN-ZONE SELECTED	; ; ; ;	1 1 1 1 1	1 1 1 1 1 1	1 1 1 1 1 1			b. THE NU	MBERS IN	COLUMN	B ARE:				
Black Hispanic Female 33% 32% 50% 67% 30% 33% 100% 17% 33% 33% 29%	5 1		inities for rates for majorities that is remained	/E ACTION minor to line ty femal the Navy is constant	; 6 ; 6 2 2	Monitor r women. n were c selecte ot yet h the six	and asses omparable d from be ave suffi years of	ss promo	tion and a groups.	dvanceme dvanceme What is year.	int data i not re The sma es and i	and id	entify are in the of mir	ny signi rigures norities for the	ficant is that is and we	iances ree Bla
					FY-89 FY-88 FY-87 FY-86	81ack 33% 50% 33% 33%	100%	Sanic Sanic	ψI	8% 5% 8% 0%	au.					

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			_	PART 11 -	- DATA FROM PREVIOUS FISCAL YEARS	M PREVI	OUS FISC	AL YEARS	' ^					
FY88 ASSESSMENT			.e. 4	SUB JECT:	LINE CAPTAIN (0-6)	AIN (0-	(9)	1	b. CATEGORY:	:	OFFICER	OFFICER PROMOTIONS	- S	
TRACKED GROUPS	A	E	MALE C(A/B)	(OSD) Q	A	8	FEMALE C(A/B)	(0SD)a	7. A	6	TOTAL C(A/B)	(0S0)Q	<u></u>	FOR OSD USE
	00-	2	0.00		000	000		; ; ; ; ;	00-		0.00			
(4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	246	547 0 554	0.67		0 M O M	0505	0.30		249	557				
FYB7 ASSESSMENT		•						;						
TRACKED GROUPS	5. A	ž 8	ALE C(A/B)	(QSD)Q	, A	B FEB	FEMALE C(A/B)	(080)0	7. A		TOTAL C(A/B)	(aso)a	<u>®</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic	00	- 9 10 -	0.00		0000	0000		; ; ; ; ; ;	00	- 0 M -	0.00			
(5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	312 0 314	635	0.00	,	-0-	909	0.17	, 4 8 9 1	313	650	- 0 0 0 - 0 0 0 - 0 0 0		 	
FYB6 ASSESSMENT TRACKED GROUPS	5.	Æ.	ALE C(A/8)	690%	. 6.	1	FEMALE		7.	: :	TOTAL	: :	<u>80</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	390	2 11 6 767 5 793	0.00 0.33 0.51	George	000000	700000	0.00 0.33 0.29	(080)0	392 392 398	8 22 2 2 2 2 2 3 8 2 3 4 3 4 3 4 3 4 3 4 3 4 3 4 3 4 3 4 3	0.00 0.33 0.51 0.00 0.00	GSO) a		
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X I L I T A R	-	EQUAL	OPPORT	UNITY	ASSE	SSMEN	,	1	,	RCS	RCS DD-FM&P(A)1760
	• • • • • • • • • • • • • • • • • • •	Δ.	PART 1 - DAT	DATA FROM CURRENT FISCAL YEAR	ZENT FISCAL	YEAR) ! ! !				1 2 4 1 5 4 7 1
1. FY89 ASSESSMENT	2	2. DOD COMPONEN U.S. NAVY	COMPONENT/SUBCOMPONENT: NAVY		3. SOURCE a. OFFICE: EQUAL D	SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	NAVAL M	NAVAL MILITARY PERSONNEL Y DIVISION (NMPC-61)	NNE	COMMAND b. T	TELEPHONE NUMBER: AV 224-2007
4. B. SUBJECT: STAFF CAPTAIN (0-6)		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			b. CATE	CATEGORY: OFF	OFFICER PROMOTIONS	OTIONS	1	1	
TRACKED GROUPS	5. A	MALE B C(A/B)	9 (050)0	& 4	FEMALE C(A/B)	D(0SD) 7.	<	TOTAL B C(A/B)	/B) D(OSD)	8	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic)	0 - 4 w % 0 %	0		0000202	0 1 1.00 12 1.00 13 0.92		148	0 0.17 6 0.17 6 0.67 5 0.60 299 0.49 2 1.00 318 0.50	- 2 2 5 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		
			1 6 6 7 8 1 1 1	; ; ; ; ;	b. THE	b. THE NUMBERS IN COLUMN IN-ZONE CONSIDERED		B ARE:			
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): promotion or advancement opportunities for minorities 11. ASSESSMENT: The in-zone selection rates to staff Cap difference is not statistically significant. The sma yet have sufficient numbers of minorities and women construction is the highest in six years of collected data and sugnise.	FFIRMATIVE mities for contracts to contracts to significant minorities sollected discontracts to collected discontracts contracts	ACTION(S): minorities of staff Capture t. The small and women con ata and sugge	ION(S): Monitor and assess orities or women. aff Captain were comparable the small number of minoriti women competing for the seniand suggests a positive tree	ION(S): Monitor and assess promotion and advancement data and identify any significa or women. orities or women. aff Captain were comparable except for Black females, but with only one Black female. The small number of minorities and women considered for promotion indicates that the women competing for the senior grades. The number of minority officers selected to sand suggests a positive trend.	omotion and cept for Bl and women grades.	advanceme ack female considered	nt data t	and identi	advancement data and identify any signific advancement data and identify any signific at advancement with only one Black female n considered for promotion indicates that the The number of minority officers selected to	nificar emale it the P	promotion and advancement data and identify any significant variances in except for Black females, but with only one Black female in zone, the ies and women considered for promotion indicates that the Navy does not ior grades. The number of minority officers selected to staff Captain nd.
		FY-89 FY-88 FY-87 FY-87	81ack 67% 60% 33%	Selection Percentages	Sentages Female 92x 55x 36x	Navy-wide 50% 49% 45% 47%	au.				
10 000 000 000		3									3-16

FYSS ASSESSMENT AMALE FAME FA		1	,	- 1	PART II	- DATA F	DATA FROM PREVIOUS	VIOUS FIS	FISCAL YEARS						
TRACED TRACED S. MALE C. C. C. MALE C. C. C. C. C. C. C. C	FY88 ASSESSMENT				JBJECT:	STAFF C	APTAIN ((9-0)		. сате	:	FFICER P	ROMOT I ONS		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
American Indian/Alaskan Native States (vor-Hispanic) 2 0.00 <t< th=""><th>TRACKED GROUPS</th><th></th><th></th><th>IALE C(A/B)</th><th>(QSQ) Q</th><th>9</th><th></th><th>FEMALE C(A/B)</th><th>:</th><th>1</th><th>:</th><th>OTAL C(A/B)</th><th></th><th></th><th>R OSD USE</th></t<>	TRACKED GROUPS			IALE C(A/B)	(QSQ) Q	9		FEMALE C(A/B)	:	1	:	OTAL C(A/B)			R OSD USE
Hispanic Other Hispanic)		0 0 0	2 5 5	0.00			: : : :	:	!	0 % %	122	0.00		† † †	; ; ; ;
TRACKED S. MALE GOLDS G. FEMALE GOLDS G. G. G. G. G. G. G. G		117	236 3 257	0.00 0.50 0.67 0.48		04-9				121	244	0.50			
TRACKED 5.	FY87 ASSESSMENT			: : :			1) 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						
American Indian/Alaskan Native Asian American/Pacific Islander 0 <td>TRACKED GROUPS</td> <td></td> <td>;</td> <td>ALE C(A/B)</td> <td>(aso)a</td> <td>•</td> <td>1</td> <td>EMALE C(A/B)</td> <td>(aso)a</td> <td>•</td> <td>1</td> <td>)TAL C(A/B)</td> <td>:</td> <td>:</td> <td>S OSD USE</td>	TRACKED GROUPS		;	ALE C(A/B)	(aso)a	•	1	EMALE C(A/B)	(aso)a	•	1)TAL C(A/B)	:	:	S OSD USE
Martice (Non-Hispanic) 116 251 0.46 12 32 0.38 128 283 0.45 0.45 0.00	American Indian/Alaskan Native) Asian American/Pacific Islander) Black (Non-Hispanic) Hispanic	N + 0 0	0 5 6 4	0.00			 	;	; ; ; ;	00-0	0 W M 4	0.00			
TRACKED 5. MALE 6. FEMALE 7. TOTAL 8. GROUPS American Indian/Alaskan Native 0 1 0.000 0 0 1 0.000 8. Asian American/Pacific Islander 1 8 0.13 1 1 1 1 0 0 0 1 0.00 1 0.00 1 0.00 0 0 1 0.00 0 0 0 0.22 0 0 0 0.22 0 0 0 0 0.22 0 0 0.22 0 0 0.22 0 0 0.22 0 0 0.25 0 0 0.25 0 0.25 0 0.50 0.44 0.75 0 0.49 0.75 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 </td <td>White (Won-Hispanic) Other/Unknown TOTAL</td> <td>116</td> <td>25 25 25</td> <td>0.46</td> <td></td> <td>12 12 13</td> <td></td> <td></td> <td></td> <td>128 139</td> <td>283 16 311</td> <td>0.45</td> <td></td> <td></td> <td></td>	White (Won-Hispanic) Other/Unknown TOTAL	116	25 25 25	0.46		12 12 13				128 139	283 16 311	0.45			
TRACKED 5. MALE 6. FEMALE 7. TOTAL 8. GROUPS American Indian/Alaskan Native 0 1 0.00 0 0 1 0.00 8 Asian American/Pacific Islander 1 8 0.13 1 1 0 0 0 1 4 0.22 8 Black (Non-Hispanic) 2 3 0.67 1 1 1 0 1 4 0.25 8 White (Non-Hispanic) 152 307 0.50 11 25 0.44 163 332 0.49 Other/Unknown 3 14 0.21 0.47 13 31 0.42 172 368 0.47	FY86 ASSESSMENT						1 1 1 1								
American Indian/Alaskan Native 0 1 0.00 0 0 0 0 1 Asian American/Pacific Islander 1 8 0.13 1 1 1.00 2 9 8 Black (Non-Hispanic) 2 3 0.67 1 1 1.00 3 4 Hispanic Non-Hispanic) 3 14 0.21 0 4 0.00 3 18 18 17 0.51 0.44 153 332 00.44 159 337 0.47 13 31 0.42 172 358	0	5. A	1	4LE C(A/B)	(OSD)		1	EMALE C(A/B)	(0SD)	•	: ₽	TAL C(A/B)	:		OSD USE
		152	1 8 4 3 307 14 337	0.00 0.13 0.25 0.67 0.50 0.21		0 - 0 - 1 - 0 5	25 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7			163	332	0.00			

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Seesshent Seesthent Seesshent Sees			1 :	PAK! 11 -	- DATA FROM PREVIOUS FISCAL YEARS	M PREVIOL	IS FISCAL	YEARS						
Seesshein Stander St	FY88 ASSESSMENT	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			FIRST CLA	SS PETTY	OFFICER	(E-6)	5. CATEGO	:	STED AC	VANCEMEN	NTS	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
15 15 15 15 15 15 15 15	TRACKED GROUPS	<	¥	(QSO)Q	, V	E E	<u>6</u>	i	1	<u></u> 2	<u>(8</u>	;		FOR OSD USE
1948 44,003 0.27 919 627 0.14 431 2250 0.19 0.25 0	1) American Indian/Alaskan Native 2) Asian American/Pacific Islander 3) Black (Non-Hispanic)				11 4		0.12		47 47 529		.20			
5. MALE 6. FEMALE 7. TOTAL 8. Kan Native 8. C(A/B) D(OSD) A B C(A/B) D(OSD) 8. 8. 8. 8. 8. 8. 8. 8) Hispanic) White (Non-Hispanic)) Other/Unknown) TOTAL				919		0.12				25.25			
5. A MALE 6. FEMALE 7. TOTAL 8. 8. 8. 8. 8. 8. 8. 8	FY87 ASSESSMENT	! ! ! ! ! !					;		. ;	.;	- ;			
ic Islander SSESSWENT SSESSWENT SA B C(A/B) D(OSD) A B C(A/B) D(OSD) A B C(A/B) D(OSD) SA B C(A/B) D(OSD	TRACKED GROUPS	<	MALE C(A/B)	D(OSD)	6. A	. E	(8)	(0so)	«	; =	<u> </u>	;	-	FOR OSD USE
SSESSMENT					DATA NO	א כסררפכו	TED FOR	FY87						
5. MALE 6. FEMALE 7. TOTAL 18. can Native 6.	FY86 ASSESSMENT				:				; ; ;			-		
ic Islander DATA NOT COLLECTED FOR FY86		≪	MALE C(A/B)	:	: .	Ē	/8)	2 (050)	•	£ 2		;	}	FOR OSD USE
OFM 2500 Pavarca NET 87					DATA NO	ר כטרובכד	ED FOR F	486			;			
	DD Form 2509 Reverse DFC 87	. 4 4 1 2 4 4 1 4 4 4 4 4 4 4 4 4 4 4 4 4						- ;				- ;		

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<u></u>				a	PART I - DATA FROM CURRENT FISCAL YEAR	ATA FROM	CURRE	NT FISCA	L YEAR						
<u> </u>	1. FYB9 ASSESSMENT		2. boo U.S.	COMPONEN	COMPONENT/SUBCOMPONENT: NAVY	ONENT:	; ; ; ; ;	7. SOURCE B. OFFICE EQUAL	8. OFFICE: B. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)		MILITA ISION (RY PERSO NMPC-61)	NAVAL MILITARY PERSONNEL COMMAND P. Y DIVISION (NMPC-61)	PIAND 5. 78	AND b. TELEPHONE NUMBER: AV 224-2007
	4.a. SUBJECT: CHIEF PETTY OFFICER (E-7)	2	: : :	: : : : :	t 1 3 6 6 1 1	* ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;	:	b. сат	b. CATEGORY: EN	ENLISTED ADVANCEMENTS	DVANCEM	ENTS			
	TRACKED 5. GROUPS	<	2 CD	MALE C(A/B)	(050)0	V		FEMALE C(A/B)	(0\$0)0	7. A	E 60	TOTAL C(A/B)	(080)0	<u></u>	FOR OSD USE
<u> </u>	(1) American Indian/Alaskan Native	&	247	0.12		0	28			&	273	0.11			
3	(2) Asian American/Pacific Islander	503	3720	0.16		2	53			610	3773	0.16			
9	(3) Black (Non-Hispanic)	202	1749	0.12		12	<u>3</u> :			214	1913				
3	(4) Mispenic	82.5	1349	0.13		x §	9 5			8 8	1410	5.3			
6 9	(5) White (Mon-Hispanic) (6) Other/Unknown	1890 24	1340			<u> </u>	107	9.0		28 28	194	0.7			
3	(7) TOTAL		42703	0.14		335	5994	'		6457	45697	0.14			
6	9.a. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED							b. THE	b. THE NUMBERS IN COLUMN B ARE: NUMBER TAKING E-7 ADVANCEMENT EXAMINATION	IN COLUMN	B ARE:	T EXAMIN	ATION		
6	 STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor are promotion or advancement opportunities for minorities or women. advancement examination process. 	IRMATIV ties fo	VE ACTI	ION(S): orities o	Monitor a or women.	ind asses The dat	s prom	otion an	d advancer based on	ment data all who	and id pertici	lentify a	my signi the Chi	fican ef Pe	Monitor and assess promotion and advancement data and identify any significant variances in or women. The data presented is based on all who participated in the Chief Petty Officer

differences in the selection rate of minorities taking the examination were not statistically significant except for Black males. Candidates from the minority groups with an exam score high enough to be considered by the selection board were selected at rates comparable with the majority. The selection opportunity for females was lower than their male counterparts. Only Hispanic females going before the board were selected at a rate 11. ASSESSMENT: Advancing to Chief Petty Officer is a two-step process. Individuals must score high enough on the E-7 advancement examination to be eligible for consideration by the E-7 selection board. The selection board then selects individuals for advancement from those eligible. The comparable with males.

Wavy-wide	771	13%	15%	ዾ
Female	71%	11%	15%	14%
Hispanic	13%	11%	13%	16%
Black	17%	ຮ	12X	14X
	FY-89	FY-88	FY-87	FY-86
	Hispanic Female	Black Hispanic Female	Black Hispanic Fenale 11x 13x 11x 9x 11x 11x	Black Hispanic Female Navy-wide FY-89 11x 13x 11x 14x FY-86 9x 11x 11x 13x FY-87 12x 13x 15x 15x

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FY88 ASSESSMENT			14.8. St	SUBJECT:	CHIEF P.	TTY OFF!	CHIEF PETTY OFFICER (E-7)	~	b. CATEGORY:		NLISTED	ENLISTED ADVANCEMENTS	ITS	
TRACKED GROUPS	5. A	¥ 6	ALE C(A/B)	(OSO) a	▼	8	FEMALE C(A/B)	(QSO)Q	7. A	<u> </u>	TOTAL C(A/B)	0(080)	8. FOR	FOR OSO USE
(1) American Indian/Alaskan Native	26	250	0.10		2	72	0.07	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	28	277	0.10		•	
(2) Asian American/Pacific Islander	452	3895	0.12		M	37	0.08		455	3982	0.11	****		
	127	1515	0.08	_	6	149	0.13		146	7991	8			
	133	1161	0.11		. •	53			130	1214	1	-		
	4313	32174	0.13		25.1	2532	0.11		7957	34466	0.13			
	2	165	0.12		2	*	0.14		22	2	0.12			
(7) TOTAL	5071	39160	0.13		583	222	0.11		5354	41782	0.13			
FY87 ASSESSMENT	; ; ; ;			• • • • •	; ; ; ; ;	! ! !	1 1 1 1 1 1 1	: : : : :	- 1 1 1 1 1 1	1 ; ; 1 1	1 5 6 7 1	6 9 9 1 6 6		
TRACKED	5.	AM.	ALE		6.	 E	FEMALE		7.	¥	TOTAL	<u>so</u>	ã	OSO USE
GROUPS	<	∞	C(A/B)	(0SD)q	⋖	•	C(A/B)	(OSO)	< 	66	C(A/B)	(0S0)q		
(1) American Indian/Alaskan Native	8	287	0.13		0	19	0.00	: : : :	36	306	0.12		1	; ; ; ;
(2) Asian American/Pacific Islander	75	524	0.17		2	2	0.20		7,7	3 64	0.17			
_	192	1556	0.12		•	121	0.02		198	1677	0.12			
	<u> </u>	1111	0.13		9	27	0.13		150	1158	0.13			
	5145	32024	9.16		336	202	9.19		2481	3,40%	0.16			
	285	4479	0.13		2	32	8:		<u>%</u>	4511	0.13			
(7) TOTAL	6141	39711	0.15		352	2301	0.15		6493	42012	0.15			
FY86 ASSESSMENT														
TRACKED GROUPS	5. A	£ 60	MALE C(A/B)	(0SO)Q			FEMALE C(A/B)	(0SO) a	7. A	8	TOTAL C(A/B)	8. D(OSD)		FOR OSO USE
(1) American Indian/Alaskan Native	72	280	0.12		-	24	1 0.05		1 25	310	0 11	-		
	35	237	0.14			. ~	8		35	544				
	193	1434	0.13		8	114	0.16		211	1548	· ·			
(4) Hispanic	162	983	0.16		9	£3	0.14		168	1026	<u>.</u>			
	5393	29680	0.18		546	1728	0.14		5639	31408	<u>`.</u>			
	693	4633	0.15		9 [۳ ج	0.19		86	7997	5:5			
	200													

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	, , , , , , , , , , , , , , , , , , , ,	:		PART	<u>:</u>	A FROM CI	DATA FROM CURRENT FISCAL YEAR	IL YEAR						
1. FY85	. FYB9 ASSESSMENT		2. DOD COMPOI U.S. NAVY	PONENT, VY	COMPONENT/SUBCOMPONENT: NAVY	ENT:	3. S.	SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	: =	NAVAL MILITARY PERSONNEL COMMAND b. Y DIVISION (NMPC-61)	Y PERSON	WEL COM	IAND b. TELEPHONE W AV 224-2007	TELEPHONE NUMBER: AV 224-2007
7	4. B. SIBLETT: SENIOR CHIEF PETTY OFFICER (E-8)	FICER (E	-8)				[b. cA]	CATEGORY: E	ENLISTED ADVANCEMENTS	ADVANCEME	NTS		1	
		.s.	¥	(8)	(050)0	*	FEMALE B C(A/B)	(050)0 (7. A	89	TOTAL C(A/B)	(asa)a	8. FOR O	FOR OSD USE
(1) Ameri (2) Asian (3) Black (4) Hispa (5) White (6) Other (7) TOTAL	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	20 377 103 63 2307 7	139 0 600 0 467 0 16017 0 19393 0	0.14 0.18 0.17 0.13 0.11		0-108-8	6 0.00 36 0.19 11 0.18 617 0.14 5 0.20 680 0.15		20 378 110 65 2395 8 8	145 2112 636 478 16634 68 68 68	0.14 0.17 0.17 0.12 0.12	1 1 1 1 6		
	THE MUMBERS IN COLUMN A ARE:	1	6 1 1 3 6 6 6			1 0 4 6 0 1	d NT A	THE NUMBERS IN COLUMN B ARE: NUMBER CONSIDERED	IN COLUM	IN B ARE:	•			6
10. ST	10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): promotion or advancement opportunities for minorities	AFIRMAT	IVE ACTION(S): for minorities	: •	Monitor an	8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	Monitor and assess promotion and advancement data and identify amy significant variances in somen.	nd advanc	ement dat	a and id	entify a	iny sígni	ficent vari	ances in
11. AS	ASSESSMENT Selection rates for minorities and females were comparable to or better than the majority. Americans/Pacific Islanders had the highest selection rates. Blacks and Asian Americans/Pacific Island years of collected data.	minorit the hig	ies and fem	na(es h	vere compa	rable to	mparable to or better than the majority. This year, Blacks, Hispanics, and Asian Blacks and Asian Americans/Pacific Islanders had the highest number selected in six	than the manaly and pacif	ajority. ic Islam	This year, ders had the	ar, Blacks, the highest	cks, Hisp nest numb	Hispanics, and Asian number selected in s	Asian in six
			2221	FY-89 FY-88 FY-87	Sel 17% 17% 12% 13%	Hispanic 14x 12x 11x 10x	Selection Percentages Hispanic Female 14x 15x 15x 13x 11x 13x 10x 6x	Navy-wide 15% 12% 14%	ide					
				8	2									3-22

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FY88 ASSESSMENT														
			.4.8. SU	SUBJECT:	SENIOR (CHIEF PE	SENIOR CHIEF PETTY OFFICER		(E-8) b. CATEGORY:	;	NL 1STED	ENLISTED ADVANCEMENTS	ENTS	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
TRACKED GROUPS	5. A	E	MALE C(A/B)	(asa)a	•	60	FEMALE C(A/B)	(0\$0)0	7. A	60	TOTAL C(A/8)	(qso)q	<u>e</u>	FOR OSD USE
(1) American Indian/Alaskan Native	22	154	2.0			<u> </u>	:		23	160	0.14			1
	2 8	574	0.12						3 5	601	0.12		·—_	
(4) Hispanic	50 50	416	0.12		~;	5 5			52	426	0.12			
	2318	18968	0.08				0.0 2.0 2.0 2.0		2393	16163 61 19538	0.12 0.08 0.12			
FY87 ASSESSMENT		•												
TRACKED GROUPS		<u>s</u>	MALE C(A/B)	(aso)a	<u>ه</u> ۷		FEMALE C(A/B)	(0SO)Q	7. A	8	TOTAL C(A/B)	(aso)a	8	FOR OSD USE
	40	191	0.23			8 ~	:	; ; ;	45	198	0.23			
(3) Black (Non-Hispanic) (4) Hispanic	K 2	374	7.5				8.8		K 2	225	0.13			
	21%	15514	7.5						2254	15938	2 5			
	2648	18838	0.14		- 8	597	0.13		2708	19303	0.13			
FY86 ASSESSMENT		- -						1 4 5 6 6 6 7	, , , , ,	, ; ; ; ; ;				; ; ; ; ; ; ;
TRACKED GROUPS	. ⋖	8	MALE C(A/B)	(aso)a	A		FEMALE C(A/B)	p(osp)	7. A	8	TOTAL C(A/B)	(0S0)q	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispenic) (4) Hispanic (5) White (Non-Hispenic) (6) Other/Unknown (7) TOTAL	32 11 50 36 2013 128 2270	198 103 493 342 14511 1655	0.16		0000508	14 14 287 287 312	0.00		32 11 50 36 2032 128 2289	203 103 507 346 14798 1657 17614	0.16 0.10 0.10 0.08 0.08			

		TARY	E.o. ∪	A L	0 4 4 0	RTUNIT	TYAS	SESSM	E S				RCS DD	RCS DD-FM&P(A)1760
				ā	PART 1 - 1	DATA FROM C	JURRENT F	CURRENT FISCAL YEAR						
1 -	1. FY89 ASSESSMENT		2. 000 C	COMPONENT	COMPONENT/SUBCOMPOMENT:	PONENT:	<u> </u>	•		AL MILIT	NAVAL MILITARY PERSONNEL Y DIVISION (NMPC-61)	NNEL	COMMAND b. TEL AV	TELEPHONE NUMBER: AV 224-2007
•	4.a. SUBJECT: MASTER CHIEF PETTY OFFICER (E-9)	FICER (E				• • • • • • • • • • • • • • • • • • •	<u>.</u>	b. CATEGORY:	ENLISTED ADVANCEMENTS	ADVANCE	MENTS			
:	TRACKED GROUPS	5. A	8 8	MALE C(A/B)	(080)0	V	FEMALE B C(A)	ALE C(A/B) D(OSD)	, 17. A	8	TOTAL C(A/B)	0(030)0	.8	FOR OSD USE
5863696	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	116 18 17 1000 3	51 324 99 66 3876 14 430	0.28 0.28 0.28 0.28 0.28		00-0204	0 - 0 8 0 9 0 9	1.00	116 116 177 1013 3	324 100 100 3924 4,79	0.22 0.19 0.26 0.27 0.27			
	9.9. THE NUMBERS IN COLUMN A ARE:					1	<u>a</u>	THE NUMBER CO	THE NUMBERS IN COLUMN NUMBER CONSIDERED	MN B ARE:		, , , ,	1	
	.00 .40	mities in ties	IVE ACTIC for minor for minor ties and tion rate ce is not	ion(s): orities o orities of d females ites and n	Monitor or women. ss were co	ION(S): Monitor and assess promotion and advancement orities or women. defenales were comparable or better than the majority. ates and number selected in six years of collected data not statistically significant.	promotive better six years	on and advi	ancement de anceme	ta and ider	d identify any year, Hispanic selection rate	any signi	ificant	assess promotion and advancement data and identify any significant variances in rable or better than the majority. This year, Hispanic and Asian Americans/ ted in six years of collected data. The selection rate for Black males was lower nificant.
				FY-89 FY-88 FY-87 FY-86	81 87 19% 19% 23% 19% 19%	Selection Percentages k Hispanic Femal 26x 29x 17x 23x 22x 24x 13x 13x	ercentages inic Female 29x 23x 23x 24x 13x	ψ!	Navy-wide 26% 22% 21% 24%					
•														3-54

				PART 11 -	DATA FRO	M PREVIO	FROM PREVIOUS FISCAL	AL YEARS						
FY88 ASSESSMENT			4.8. SU	SUBJECT:	MASTER CHIEF PETTY OFFICER	JEF PET	TY OFFIC	ER (E-9)	(E-9) b. CATEGORY:	ORY:	ENL I STE	ENLISTED ADVANCEMENTS	EMENT	
TRACKED GROUPS	<u>ر</u> ۸	E 60	MALE C(A/B)	(QSD) Q	<u>\$</u>	E	FEMALE C(A/B)	(OSD) Q		F 80	TOTAL C(A/B)	(0 S0)0	<u></u>	FOR OSO USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic)	15 33 12 902	384 117 69 69	0.27 0.21 0.28 0.17		0000	00-09	0.00		81 33 21 21 21 21 21	56 384 118 69 4124	0.27 0.28 0.28 0.17			
	1047	14 4708	0.29		0 E	57	0.23		1060	14 4765	0.29			0 0 0 1 0 0 0 1
FY87 ASSESSMENT											1	1		
TRACKED GROUPS	. <u>5.</u>	E CO	ALE C(A/B)	(aso)a	√	8	FEMALE C(A/B)	0(080)	7. A	E 80	TOTAL C(A/B)	(aso)a	<u>.</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	10 28 14 813 85 85	59 128 65 3950 371 4600	0.17 0.22 0.22 0.23 0.23		00-0505	00-0402	1.00		10 20 24 823 885 885	59 129 3994 371 4645	0.17 0.22 0.22 0.23 0.23			
FY86 ASSESSMENT				1	1 1 4 6 8				1					1
TRACKED GROUPS	A	X CO	IALE C(A/B)	(aso) a	6	9 FE	FEMALE C(A/B)	(0SD)d	7. A	E 80	TOTAL C(A/B)	(OSO) q	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	22 77 61 88	34 114 116 46 3221 294 3733	0.26 0.17 0.19 0.24 0.21		000000	2,000	0.13		22 782 61 884	34 114 116 46 3245 294 3757	0.26 0.17 0.19 0.24 0.24			
										:				

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PROFESSIONAL MILITARY EDUCATION

	1 7 1 X	HILITARY	m 0	UAL	0 4 4 0	RIUNI	T Y	ASSE	SSME	F 2				RCS DD.	RCS DD-FM&P(A)1760
!		1	1	7 <u>81.</u>	PART 1 - 1	DATA FROM CURRENT FISCAL YEAR	CURREN	IT FISCAL	YEAR						
<u>-</u>	1. FY89 ASSESSMENT		2. 000 C	COMPONEN	COMPONENT/SUBCOMPONENT: NAVY	PONENT:		3. SOURCE 8. OFFICE EQUAL	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN		L MILITA	RY PERSC NMPC-61)	NNFL COMM	IAND b. TELE AV 2	AND b. TELEPHONE NUMBER: AV 224-2007
- 4	4.a. SUBJECT: SERVICE COLLEGE	! ! ! ! !	; ; ; ; ;	, 1 1 1 1 1	1	! !	, 1 1 1	b. CATEGORY:		PROFESSIONAL MILITARY EDUCATION	VAL MILI	TARY EDU	CATION		
<u> </u>	TRACKED GROUPS	5. A	¥	(A/B)	(0SD)0	, V		FEMALE C(A/B)	(aso)a	7.	<u> </u>	TOTAL C(A/B)	(dso)d		FOR OSD USE
6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	(1) American Indian/Alaskan Native 1 1 45 (2) Asian American/Pacific Islander 11 45 (3) Black (Non-Hispanic) 25 44 (4) Hispanic 25 44 (5) White (Non-Hispanic) 7 7 7 26 (6) Other/Unknown 7 7 7 7 126 (7) TOTAL 7 7 126 (7) TOTAL 1861 3394 (9.a. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED TO ATTEND 10. STATEMENT OF SERVICE/COMPOMENT AFFIRMATIVE ACT postgraduate education.	11 45 25 1772 7 1861		0.10 0.24 0.45 0.57 0.06 0.05 0.05	E D S C L C C C C C C C C C C C C C C C C C	1 2 2 2 1 195 1 19	19 418 454 454 256 256 256	0.50 0.11 0.45 0.43 0.43 0.43 0.43 ion of p	NUMBERS ER OF 0-	50 2 13 13 14 47 1961 1	120 49 120 3486 134 3848 134 134 134 134 134 134 134 134 134 134	0.17 0.27 0.39 0.53 0.06 0.06 0.05 1.ECTEES	1	D D	and for
	11. ASSESSMENT: Previous assessments analyzed personnel attending all Navy service schools.	s analyz	ed perso	onnel at	tending	BIL Navy	service	schools	;	assessme	t focus	es ou se	lection for	or serv	This assessment focuses on selection for service colleges

ASSESSMENT: Previous assessments analyzed personnel attending all Navy service schools. This assessment focuses on selection for service colleges to assess whether minority and women officers are being afforded the same opportunity to receive professional military education as their majority counterparts. Overall selection of minority and women officers was below the majority in FY-89 as has been the case since service college data has been recorded; however, over the last four years the number of minorities and women being selected continues to increase.

		 		PART 11 -	DATA FR	OM PREV	TOUS FISE	- DATA FROM PREVIOUS FISCAL YEARS	, , , ,				:	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
FY88 ASSESSMENT		-	րջ .թ. Հլ	SUBJECT:	SERVICE COLLEGE	COLLEGE		h. CATEGORY:	;)FESS ION.	AL MILIT	PROFESSIONAL MILITARY EDUCATION	.AT10	:
TRACKED S GROUPS	5. A	ž m	MALE C(A/B)	(0SD)q	<u>,</u>	6	FEMALE C(A/B)	D(OSD)	- <u>-</u>	6	TOTAL C(A/B)	(0SO) a	<u>&</u>	FOR OSD USE
	M /	30	0.43		00	- 2	0.00	 	m N	328	0.38			1
	& = ;	43	0.67		v 0	= -	0.00		34	27	0.63		· ·	
(5) White (Non-Mispanic) (6) Other/Unknown (7) TOTAL	1500	2314 107 2527	0.63		121	257	0.00		1565	2571	0.61			
FY87 ASSESSMENT				i i i		• • • •	1 1 3 4 1		: : :					
TRACKED 55	ري. ۸	E E	MALE C(A/B)	0(080)	A	. E	FEMALE C(A/B)	0(080)	7. A	£	TOTAL C(A/B)	(0\$0)0	8	FOR OSO USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	8 35 12 1693 1759	10 14 36 36 3138 226 3510	0.80 0.41 0.54 0.01		124 129	357 44 429	0.00		8 40 12 1817 1888	13 108 37 3495 270 270 3939	0.62 0.37 0.32 0.52 0.01			
FY86 ASSESSMENT		!			1		1 1							
TRACKED GROUPS	۶.	89 II	ALE C(A/B)	(aso)a	A		FEMALE C(A/B)	(080)0	7. A	8 5	TOTAL C(A/B)	(dso)d	88	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	15 15 1409 1448	14 19 90 31 3389 111 3654	0.29 0.17 0.39 0.00 0.40		70 63 2 4 7 7	11 11 295 30 343	1.00 0.36 1.00 0.21 0.21 0.21		5 14 1472 0 1519	55 101 38 38 141 141 3997	0.33 0.42 0.40 0.00 0.38			

:				. d	ART I	PART I - DATA FROM CURRENT FISCAL YEAR	M CURREN	IT FISCAL	YEAR					
	1. FYB9 ASSESSMENT	2. boo		COMPONEN	COMPONENT/SUBCOMPONENT:	PONENT:	1 1 1 1 1	3. SOURCE a. OFFICE: EQUAL O	3. SOURCE AGENCY: 8. OFFICE: EQUAL OPPORTUNT		VISION	ARY PERS	NNEL COM	LAND b. TELEPHONE NUMBER: AV 224-2007
4.8	4.a. SUBJECT: POST GRADUATE EDUCATION	75		, , , , , ,		: : : : :	!	b. cATE	GORY: F	b. CATEGORY: PROFESSIONAL MILITARY EDUCATION	WAL MIL	ITARY ED	JCAT I ON	
: •	TRACKED GROUPS		Ž —	MALE C(A/R)	(0SD) Q	, A		FEMALE C(A/B)	(030)0	7. *	c s	TOTAL C(A/B)	(OSD)Q	8. FOR OSD USE
E	American Indian/Alaskan Native	m	141	0.02		0	25	:		<u>~</u>				
3	(2) Asian American/Pacific Islander	88	969	0.02		_	26			36	283			
3	Black (Non-Hispanic)	2	1200	9.0		8	338			*				
3	Hispanic	8	į,	0.08		=	8			2				
3	White (Non-Hispanic)	2390		90.0		235	7774	0.05		5855	44567	0.0		
9	Other/Unknown	7	-			2	22			7	635			
3	(7) TOTAL	2576	43421			569	5103			2845	48254	:		
	9.6. THE NUMBERS IN COLUMN A ARE: MUMBER SELECTED TO ATTEND	; ; ; ; ;	• • • • •			• • • • •	: : : : :	b. THE 0-3	NUMBERS THROUGH	15. THE NUMBERS IN COLUMN B ARE: 0-3 THROUGH 0-6 CONSIDERED	N B ARE			
5	STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S):	AFFIRMA	TIVE ACT	ION(S):	Ensure	equi tabl	e select	tion of p	xersonne!	to atte	nd serv	ice scho	ols and co	Ensure equitable selection of personnel to attend service schools and colleges and for

women officers were selected at a lower rate in FY-83, but were higher in FY-87 and comparable in FY-86. The low number of American Natives and Asian American/Pacific Islanders selected makes it more difficult for officers from these groups to remain competitive. The demographic composition of the Navy student body at Naval Postgraduate School mirrors that of the Navy officer community. 11. ASSESSMENT: Minority and women officer selections for post graduate education were comparable with the majority, and Hispanic officer selection rates were notably higher in FY-89. Women officers were selected at a rate comparable with their male counterparts in FY-89. By comparison,

			A Q	PART 11 -	DATA FROM PREVIOUS	M PREVIC	XUS FISCAL	IL YEARS						1
FY88 ASSESSMENT	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		4.8. SUB	SUBJECT: F	POST GRADUATE	UATE EDL	EDUCATION b.	. CATEGORY:	: :	FESSIONA	L MILIT	PROFESSIONAL MILITARY EDUCATION	NO.	
TRACKED GROUPS	5. A		ALE C(A/B)	(gsp) a	- - - -	88 Fin	FEMALE C(A/B)	(aso) a	7. A	2 2	TOTAL C(A/B)	(050)0	30	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	6 40 109 88 3357 345 3945	125 723 1352 815 815 879 43648	0.05 0.06 0.08 0.11 0.08 0.39	• • • • • • • • • • • • • • • • • • •	0 30 10 314 314 35	20 87 313 79 4287 133 4919	0.00 0.09 0.10 0.13 0.07 0.08		6 48 139 98 3671 380 4342	145 810 1665 894 44041 1012 48567	0.00 0.00 0.00 0.11 0.038 0.09			
FY87 ASSESSMENT	•			; ; ;	: ; ; ; ;									1
TRACKED	5. A	¥ 8	(A/B)	(0sp)a	A	E	FEMALE C(A/B)	(QSD)	7. A	8	TOTAL C(A/B)	(050)0	80	FOR OSD USE
(1) American Indian/Ataskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Otner/Unknown (7) TOTAL	5 15 48 34 1884 26 2012	124 329 1120 578 37624 1665 41440	0.04 0.05 0.05 0.05		360	22 42 294 68 4195 225 4846	0.00	- 1 1 1	18 12 39 2244 244 2409	146 371 1414 646 41819 1890 46286	0.03 0.05 0.05 0.05 0.05			
FY86 ASSESSMENT				1	1			1				1 3 3 4 5 1		
TRACKED GROUPS	5. A	¥ 55	AALE C(A/B)	(aso)a	<u>\$</u>	. B	FEMALE C(A/B)	(aso)a	7. A	8	TOTAL C(A/B)	(080)0	8.	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islanuer (3) Black (Non-Hispanic) (4) Mispanic (5) White (Non-Hispanic) (7) Other/Unknown	1 13 44 42 1389 19 19 1508	130 305 1084 517 37007 1557 40600	0.00		124	22 36 259 259 4015 221 4612	0.00 0.03 0.07 0.10 0.05 0.05		14 61 48 1585 1731	152 341 1343 576 41022 1778 45212	0.0 9.0 8.0 9.0 9.0 9.0 9.0			
								:					:	

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5.	M I L I	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	E Q U A L DOD COMPO U.S. NAVY	U A L COMPONEN	O P P O PART 1 -	PART I - DATA FROM CURRENT FISCAL YEAR 2. DOD COMPONENT; 3. SOURCE AG U.S. NAVY EQUAL OPP	A CURREN	A S S E	SCAL YEAR SCAL YEAR SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	i i i	L MILITA	RY PERSO	JRCS NAVAL MILITARY PERSONNEL COMMAND TY DIVISION (NMPC-61)	MAND AV AV	RCS DD-FMRP(A)1/60 AAND b. TELEPHONE NUMBER: AV 224-2007
5.	ENIOR ENLISTED ACAD	EMY					*	b. cari	1	ROFESSIO	NAL MILI	TARY EDL	CATION		1
20 1257 0.00 19 814 0.02 5 228 0.02 222 12141 0.02 1 14739 0.02 AFFIRMATIVE ACTION(S):	(ED	5. A	₹ .	.LE C(A/B)	(0SO)0	1		EMALE C(A/B)	(aso) a	7. A	; ;	OTAL C(A/B)	(OSD)	<u>xi</u>	FOR OSD USE
NT AFFIRMATIVE ACTION(S):	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) 101AL	20 19 19 222 222 1	178 1257 814 228 12141 121	0.00 0.02 0.02 0.02 0.02			14 14 22 3 3 3 48	<u> </u>		235 280	180 1257 828 231 124 124 14987				
ACT 10N(S):	IN COLUMN A ARE:	1 1 1 1 1 1	: :	1				b. THE	NUMBERS AND E9 CR	IN COLUM			i i i		
	SERVICE/COMPONENT education.	AFFIRMAT	! ≪	CN(S):	Ensure	equi tab	e se ec	tion of	personne	to atto	nd serv	ice scho	ofs and	colleg	es and for

				PART II -	DATA FROM PREVIOUS FISCAL YEARS	M PREVIO	JUS FISC	AL YEARS					
FY88 ASSESSMENT			ns .8⊁	SUBJECT:	SENIOR EN	LISTED /	ENLISTED ACADEMY b.	b. CATEGORY:	: :	DFESSIONA	L MILIT	PROFESSIONAL MILITARY EDUCATION	2
TRACKED GROUPS	A	Ē B	MALE C(A/B)	(030)0	<u>6</u>	8	FEMALE C(A/B)	(OSD)	7.	8 0	TOTAL C(A/8)	D(050)	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	2 2 2 8 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	189 1093 753 211 12155 115 14516	0.03		000000	1 2 170 181	0.00		13 14 164 201	190 1094 760 213 12325 115 14697	0.00.00.00.00.00.00.00.00.00.00.00.00.0		
FY87 ASSESSMENT													
TRACKED GROUPS	۸	zī m	MALE C(A/B)	0(020)	A	8	FEMALE C(A/B)	0(020)	<u>.</u>	8 OT	TOTAL C(A/B)	p(0s0) 8.	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) Uhite (Non-Hispanic) (6) Other/Unknown (7) TOTAL	1 4 0 128 11 145	187 988 735 196 12444 110 14660	999999		00-0N0M	116 123 123	0.00		130	188 988 740 197 12560 110 14783	2828282		
FY86 ASSESSMENT	1				1		1						
TRACKED GROUPS	5. A	<u>z</u>	MALE C(A/B)	(000)0	<u>8</u>	8	FEMALE C(A/B)	0(030)	7. A	8	TOTAL C(A/B)	8. 0(050) 8.	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/UNKNOWN (7) TOTAL					DATA	OT AVAIL	DATA NOT AVAILABLE FOR FY-86	R FY-86					

SEPARATIONS

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			O P P O K I O K I I I			ASSES		-				RCS DO	RCS DD-FM&P(A)1760
		6	PART I - DATA FROM CURRENT FISCAL YEAR	ATA FRO	1 CURREN	T FISCAL	YEAR						
1. FY89 ASSESSMENT	2. boo U.S.	COMPONEN	COMPONENT/SUBCOMPONENT: NAVY	ONENT:	1 1 3 7 1 1	3. SOURCE 8. OFFICE: EQUAL	3. SOURCE AGENCY: NAVAL MILITARY PERSO 8. OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)		MILITAL ISION (I	RY PERSON	NAVAL MILITARY PERSONNEL COMMAND b. Y DIVISION (NMPC-61)	CAND b. TEL AV	AND b. TELEPHONE MUMBER: AV 224-2007
4.a. SUBJECT: ENLISTED	; ; ; ; ; ;	: : : :	· · · ·			b. CATE	b. CATEGORY: SEPARATIONS	PARATION	S		• • • • •		7 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
TRACKED 5.	2 60	ALE C(A/B)	(QSQ)Q	<u>ه</u> ۲		FEMALE C(A/B)	(080)0	7. A	m	TOTAL C(A/B)	(050)0	eo	FOR OSD USE
(1) American Indian/Alaskan Wative 133	; - -	0.44	;	72	82	0.37		147	342	0.43			
) Asian American/Pacific Islander 167		0.11		=	22	0.15		178	1630	0.11			
) Black (Non-Hispanic) 3378		0.41		183	1140	0.16		3561	9455	9.38			
Hispanic 961		0.37	-	77	325	0.14		1005	2895	0.35			
White (Non-Hispanic) 11038	41561	0.27		411	4162	0.10		11449	45723	0.25			
Other/Unknown 60		72.0		~	35	9.0		29	58 2	0.22			
(7) TOTAL 15737		0.29		\$65	5768	0.12		16402	60331	27.0			
9. S. THE MUMBERS IN COLUMN: A ARE: MUMBER OF OTHER THAN HOWORABLE AND JUDICIAL SER	DICIAL SE	PARATIONS		; ; ; ; ;	1 1 4 4 5	b. THE	b. THE NUMBERS IN COLUMN B ARE: TOTAL INVOLUNTARY SEPARATIONS FOR EACH TRACKED GROUP	N COLUMN	B ARE:	FOR EA	H TRACKE	GROU	

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Ensure that the administration of Na·/y discharges occurs without ethnic or gender discrimination.

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^{11.} ASSESSMENT: While other than honorable and judicial separation rates continue to decline, Black and Hispanic males, and American Natives continue to be separated at a higher rate than females. Navy Personnel Research and Development Center is scheduled to complete its study of this disparity by early 1990.

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TRACED 1.0 American Indicates 1.0 Americ	Fried Assessment Fried Asses					•	PART 11	- DATA FROM PREVIOUS FISCAL YEARS	OM PREVI	OUS FISC	AL YEARS						
TRACEED 1.0 AME 1.0	S		FYBB ASSESSMENT			: . :	BJECT:	ENL ISTED				b. cATE	:	EPARATIO	Ş		
American Indian/Alaskan Native (Nor-Hispanic) 50 128 0.39 4 18 0.22 54 146 0.37 Assist number (Nor-Hispanic) 378 0.08 0.08 0.02 32 378 0.09 0.08 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.08 0.06 0.08 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08 0.06 0.08	1		TRACKED GROUPS				(080)0	<u> </u>	1	MALE C(A/B)	(QSD)Q		:	OTAL C(A/B)	(050)0	<u>si</u>	
### State St	12.38 24.10 0.53 1.6 1.6 2.2 0.21 1.30 2.70 0.48 1.4 1		Merican Indian/Alaskan Native	20	128	0.39		*	18	0.22		54	146	0.37		<u>.</u>	
State Clean-Hispanic) 1376 2470 0.551 0.550 0.450	1236 2410 0.51 0.52 0.20 0.20 0.48 0.68 0.26 0.20 0.48 0.68 0.56 0.48 0.68 0.56 0.48 0.68 0.56 0.48 0.48 0.48 0.48 0.48 0.48 0.48 0.48 0.48 0.48 0.48 0.48 0.48 0.52 0.55		Isian American/Pacific Islander	32	378	80.0		0	28	0.0		32	396	0.08			
Mainte (unor-Hispanic) 4376 7372 0.530 118 68 0.26 59.6 45.6 45.6 6.32 45.6	1772 0.53 118 118 118 118 0.14 4.548 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 0.3.4 4.548 4.418 0.448		Stack (Non-Hispanic)	1238	2410	0.51		85	262	0.21		1300	2702	87.0			
Mainte Cition-Hispanic) 4590 15150 0.33 158 1118 0.14 4548 4528 0.25 0.25 1074 148.7 ASSESSMENT	14 154 154 154 154 158 118 0.14 14 14 154		fispanic	376	725	0.50		18	8	0.26		367	820	87.0			
Other/Unknown FY87 ASSESSMENT FY87 ASSESSMENT FY86 ASS	5	_	fite (Non-Hispanic)	4390	13150	0.33		158	1118	0.14		4548	14268	0.32			
TRACKED S. MALE C.(A/B) D(0SD) A B C.(A/B) D(0SD) A	5. A B C(A/B) D(OSD) 6. FEMALE 7. TOTAL B C(A/B) D(OSD) 7. TOTAL B C(A/B) D(OSD) 8. B C(A/B) D(OSD) 8. B C(A/B) D(OSD) 7. TOTAL B C(A/B) D(OSD) 8. B C(A/B) D(OSD) 8. B C(A/B) D(OSD) 8. B C(A/B) D(OSD) 9. B C(A/B) D(OSD		other/Unknown TOTAL	5 2 8	54 16872	9.50		0 272	1522	8 4		14 63%	62	0.23			
TRACKED S. A HALE GROUPS A FEMALE GROUPS GROUPS GROUPS GROUPS GROU	S		FY87 ASSESSHENT					-		- :		-		-		_	
### GROUPS American Indian/Alaskan Native	Mative 46 110 0.42 8 14 0.25 54 124 0.77 124 0.75 132 0.39 1475 0.44 1116 0.85 0.54 111 0.86 0.54 124 0.45 132 0.37 184 2.86 0.45 132 0.39 1475 0.44 0.55 132 0.54 0.54 132 0.64 132 0.64 132 0.64 132 0.65 1412 0.65 0.65 0.47 0.64 112 0.65 0.65 0.64 0.65 0.47 0.64 0.65 0.64 0.65 0.47 0.65 0.47 0.65 0.64 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.47 0.65 0.65 0.47 0.65 0	:	TRACKED	2	3	1		7				17					
American Indian/Alaskan Native Asian American/Pacific Islander 46	11 11 11 11 11 11 11 1		GROUPS				0(080)			C(A/B)	050)0	· <		C(A/B)		ю <u></u>	FOR USE
Asian American/Pacific Islander 96 111 0.86 4 16 0.25 100 127 0.79 Black (Non-Hispanic) 417 766 0.54 35 82 0.67 1300 3301 0.53 Uhite (Non-Hispanic) 8897 1371 0.67 45 1547 0.64 6.53 6.64 6.53 82 6.54 6.53 6.64 6.53 82 6.53 82 6.53 6.54 6.53 6.54 6.55 6.54 6.55 6.55 6.54 6.54 6.54 6.55 6.54 6.54 6.55 6.54	SHENT 1116 3033 0.37 184 268 0.69 1300 127 0.79 1300 3301 0.39 1300 3301 0.39 1300 3301 0.39 1300 3301 0.39 1300 3301 0.39 1300 3301 0.39 1300 3301 0.39 1300 3301 0.39 1300 3301 0.39 1300 0.33 1547 0.34 1361 19278 0.54 1300 1300 0.59 1300 1300 0.59 1300 1300 0.59 1300 1300 1300 0.50 1300 13		Werican Indian/Alaskan Native	9	110	0.42	; ; ;	•	14	i 25 0 i		75	12%	1 77 0 1	-	-	
Black (Non-Hispanic) 1116 3033 0.37 184 268 0.69 1300 3301 0.39 1417 766 0.54 35 82 0.43 452 848 0.53 1417 0.64 1301 0.47 0.64 1301 0.40 14142 0.67 1412 0.64 14142 0.6	1116 3033 0.37 184 268 0.69 1300 3301 0.39 1300 345 452 848 0.53 1475 0.64 156 0.57 156 0.57 156 0.67 153 1943 0.38 11361 19278 0.52 155 1943 1943 1944 1947 1	_	usian American/Pacific Islander	8	Ξ	8.0		7	2	52.0			127	2	-		
Witzer (Non-Hispenic) 417	10628 17355 0.67 495 1547 0.32 9392 14757 0.64 0.55 10628 17355 0.61 753 1943 0.48 0.58 11361 19278 0.52 SHENT		llack (Non-Hispanic)	1116	3033	0.37		78	5 98	0.69		1300	3301	0.39			
White (Non-Hispenic) 8897 13210 0.67 0.64 0.53 0.53 1943 0.38 0.38 11361 19278 0.64 0.55 10044 495 1547 0.32 0.44 0.55 0.44 0.57 0.64 0.56 0.59 11361 19278 0.52 0.59 0.59 0.54 0.57 0.64 0.56 0.44 0.57 0.64 0.64 0.44 0.57 0.64 0.64 0.44 0.57 0.44 0.57 0.64 0.44 0.57 0.64 0.44 0.57 0.44 0.57 0.44 0.55 0.44 0.57 0.44 0.55 0.44 0.55 0.44 0.55 0.44 0.55 0.44 0.55 0.44 0.55 0.44 0.55 0.44 0.55 0.44 0.55 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.54 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.45 0.56 0.44 0.55 0.56 0.44 0.44 0.44	8697 13210 0.67 495 1547 0.32 9392 14757 0.64 63 121 0.52 121 0.55 122 0.55 122 0.55 122 0.55 123 0.55 123 0.55 123 0.55 123 0.55 123 0.55 123 0.55 123 12		1 spenic	417	%	0.54		35	8	0.43		452	848	0.53	-		
TRACKED TOTAL TO	10628 17335 0.61 733 1943 0.44 63 121 0.52	_	Afte (Non-Hispanic)	8897	13210	79.0		564	1547	0.32		9392	14757	3.0			
FYB6 ASSESSMENT FYB6 BLGC (MON-Hispanic) FY	100.00 1735 0.61 733 1943 0.38 11361 19278 0.59		Traer/Unknown	200	5	0.53		_	2	77.0		63	121	0.52	-		
FYBG ASSESSMENT TRACKED TRACKED GROUPS American Indian/Alaskan Native 46 103 0.92 0.92 0.60 0.04 0.46 0.46 0.46 0.46 0.46 0.46	Shent Shen	•	DIAL	10628	17335	0.61		33	1943	0.38		11361	19278	0.59			
TRACKED GROUPS American Indian/Alaskan Native 46 103 0.45	S. MALE 6. FEMALE 7. TOTAL 8. MALE MALE MALE 6. FEMALE 7. TOTAL 8. MALE M		FY86 ASSESSMENT				; 6 8 8 8 8				; ; ; ;			; ; ; ;			1 1 5 6 6 6 6
GROUPS A B C(A/B) D(OSD) A B C(A/B) D(OSD) A B C(A/B) D(OSD) A B C(A/B) D(OSD) A B C(A/B) D(OSD) A B C(A/B) D(OSD) A B C(A/B) D(OSD) A B C(A/B) D(OSD) D(OSD) </td <td>Native 46 103 0.45 7 17 0.41 53 120 0.44 stander 110 120 0.92 6 10 0.60 116 130 0.89 408 675 0.60 40 86 0.47 448 761 0.59 8780 1442 0.62 649 1567 0.41 9429 15709 0.60 68 118 0.58 0.64 1567 0.41 9429 15709 0.60 68 118 0.58 118 0.58 900 1946 0.46 11361 20245 0.56</td> <th></th> <th>_</th> <td>5.</td> <td>Ž</td> <td></td> <td>,</td> <td></td> <td>191</td> <td>AA! F</td> <td></td> <td>7</td> <td>1</td> <td></td> <td>: -</td> <td></td> <td>201 000 000</td>	Native 46 103 0.45 7 17 0.41 53 120 0.44 stander 110 120 0.92 6 10 0.60 116 130 0.89 408 675 0.60 40 86 0.47 448 761 0.59 8780 1442 0.62 649 1567 0.41 9429 15709 0.60 68 118 0.58 0.64 1567 0.41 9429 15709 0.60 68 118 0.58 118 0.58 900 1946 0.46 11361 20245 0.56		_	5.	Ž		,		191	AA! F		7	1		: -		201 000 000
American Indian/Alaskan Native 46 103 0.45 7 17 0.41 53 120 Asian American/Pacific Islander 100 110 120 0.92 6 10 6 10 16 1242 3396 Black (Non-Hispanic) 408 675 0.60 40 86 0.47 448 761 White (Non-Hispanic) 8780 1412 0.62 649 1567 0.41 9429 15709 Other/unknown 68 118 0.58 5 11 0.45 73 129 TOTAL 10461 18299 0.57 900 1946 0.46 11361 20245	Stander 46 103 0.45 7 17 0.41 53 120 stander 110 120 0.92 6 10 0.60 116 130 408 675 0.60 40 86 0.47 448 761 8780 1442 0.62 649 1567 0.47 9429 15709 68 118 0.58 5 11 0.45 73 129 104461 18299 0.57 900 1946 0.46 11361 20245	,	GROUPS	<			(0S0)q	<		C(A/B)	(0S0)q	< :		C(A/B)		.	350 050
Asian American/Pacific Islander 110 120 0.92 6 10 0.60 116 130 Black (Non-Hispanic) 1049 3141 0.33 193 255 0.76 1242 3396 Hispanic 408 675 0.60 40 86 0.47 448 761 White (Non-Hispanic) 8780 14142 0.62 649 1567 0.41 9429 15709 Other/Unknown 68 118 0.58 5 11 0.45 73 129 TOTAL 10461 18299 0.57 900 1946 0.46 11361 20245	stander 110 120 0.92 6 10 0.60 116 130 408 675 0.60 40 86 0.47 448 761 8780 14142 0.62 649 1567 0.41 9429 15709 68 118 0.58 5 11 0.45 73 129 10461 18299 0.57 900 1946 0.46 11361 20245		merican Indian/Alaskan Native	9	103	0.45		7	4	0.41		53	120	0.44	-	•	
Black (Non-Hispanic) 1049 3141 0.33 193 255 0.76 1242 3396 Hispanic 408 675 0.60 40 86 0.47 448 761 White (Non-Hispanic) 8780 14142 0.62 649 1567 0.41 9429 15709 Other/Unknown 68 118 0.58 5 11 0.45 73 129 TOTAL 10461 18299 0.57 900 1946 0.46 11361 20245	1049 3141 0.33 193 255 0.76 1242 3396 408 675 0.60 40 86 0.47 448 761 8780 14142 0.62 649 1567 0.41 9429 15709 68 118 0.58 5 11 0.45 73 129 10461 18299 0.57 900 1946 0.46 11361 20245		sion American/Pacific Islander	110	120	0.92		9	9	8		116	130	88			
Wispenic 408 675 0.60 40 86 0.47 448 761 White (Non-Hispenic) 8780 14142 0.62 649 1567 0.41 9429 15709 Other/Unknown 68 118 0.58 5 11 0.45 73 129 TOTAL 10461 18299 0.57 900 1946 0.46 11361 20245	408 675 0.60 40 86 0.47 448 761 8780 14142 0.62 649 1567 0.41 9429 15709 68 118 0.58 5 11 0.45 73 129 10461 18299 0.57 900 1946 0.46 11361 20245	_	Lack (Non-Hispanic)	1049	3141	0.33		193	255	92.0		1242	3396	0.37			
White (Non-Hispanic) 8780 14142 0.62 649 1567 0.41 9429 15709 0ther/Unknown 68 118 0.58 5 11 0.45 73 129 7074 7074 10461 18299 0.57 900 1946 0.46 11361 20245	8780 14142 0.62 649 1567 0.41 9429 15709 68 118 0.58 5 11 0.45 73 129 170461 18299 0.57 900 1946 0.46 11361 20245		ispanic	80,7	673	09.0		0,7	8	27.0		877	761	0.59			
Other/Unknown 68 118 0.58 5 11 0.45 73 129 700 1946 0.46 11361 20245	10461 18299 0.57 5 11 0.45 73 129		hite (Non-Hispanic)	8780	14142	0.62		676	1567	0.41		67%	15709	99.0			
11367 1 20245	1 1367 1367 1368 1346 1346 1368 20245		ther/Unknown	88 27	118	0.58		5 6	= 3	0.45		Κ,	129	0.57			
) Form 2509 Reverse. DEC 87			9	10277	0.50		nox	0%1	0.40	_	11361	20245	0.56			

	ITARY EQUAL OPPORTUNITY ASS	ESSMENT RCS DD-FM&P(A)1760
	PART I - DATA FROM CURRENT FISCAL YEAR	CAL YEAR
1. FYB9 ASSESSMENT	2. DOD COMPONENT/SUBCOMPONENT: 3. S U.S. NAVY B. O	SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61) AV 224-2007
4. a. SUBJECT: OFFICER	P: 0	CATEGORY: SEPARATIONS
TRACKED GROUPS	5. MALE 6. FEMALE 7. A B C(A/B)	B) D(OSD) A B C(A/B) D(OSD) 8. FOR OSD USE
(1) American Indian/Alaskan Native 0 35 (2) Asian American/Pacific Islander 0 35 (3) Black (Non-Hispanic) 2 53 (4) Hispanic 0 27 (5) White (Non-Hispanic) 15 690 17 (6) Other/Unknown 17 17 17 17 17 17 17 17 17 17 17 17 17	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0
1 00 000 000 87		7-5

)))	-	PART 11	- DATA FRO	M PREVI	OUS FISC	DATA FROM PREVIOUS FISCAL YEARS						
FY88 ASSESSMENT			14.u. St	SUBJECT:	OFFICER				b. cate	CATEGORY:	SEPARATIONS	SNO		
TRACKED GROUPS	5. A	.	MALE C(A/B)	(0SD) Q	•	. E	FEMALE C(A/B)	D(0SD)	7. A	6	TOTAL C(A/B)	(0 <u>8</u> 0)0	<u>.</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic)	000	2 2 8	:		000	- N «	000		000	ļ	:			
	0 0 0 N E	565 23 25 25 25 25 25 25 25 25 25 25 25 25 25	0.000				9.00.00			636	0.000			
FY87 ASSESSMENT														
TRACKED GROUPS		.	MALE C(A/B)	(0SD)a	√	8	FEMALE C(A/B)	(080)0	7. A	6	TOTAL C(A/B)	(0\$0)0	80	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) Hite (Non-Hispanic) (6) Other/Unknown (7) TOTAL	00001102	215 215 215 616	0.00000		00000	0 % 5 m 7 m 15	0.00 0.00 0.00 0.00 0.33		000022-2	24 272 272 24 2689	0.00			
FY86 ASSESSMENT														
TRACKED GROUPS	A	æ	MALE C(A/B)	(030)0	V	8	FEMALE C(A/B)	(0SD)q	7. A	•	TOTAL C(A/B)	(0SD)q	<u>.</u>	FOR OSO USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	2302	26 415 477 477	0.00 0.00 0.00 0.00 0.00 0.00		0000-11.0	68 - 6 - 6	0.00 0.00 0.02 0.45		000 t X 2 E	463 15 15 15 15 531	0.00 0.00 0.07 0.05 0.05			

AUGMENTATION AND/OR RETENTION

H111	TARY	E 0 U) V	0 4 4 0	Z ⊃ L Z	1 T Y	ASSE	SSME	⊢	! ! ! !	 		RCS DD-	RCS DD-FM&P(A)1760
• • • • • • • • • • • • • • • • • • •			۵	PART I -	- DATA FROM CURRENT FISCAL YEAR	M CURRE	IT FISCA	L YEAR						
1. FYB9 ASSESSMENT	2	2. 000 CC U.S. N	OMPONENT	COMPONENT/SUBCOMPONENT: NAVY	PONENT:	- 1 1 1 9 1 1	3. SOU	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	: =	L MILITA	IRY PERSI	NAVAL MILITARY PERSONNEL COMMAND P. DIVISION (NMPC-61)	MAND b. TELE AV 2	AND b. TELEPHONE NUMBER AV 224-2007
4.8. SUBJECT: OFFICER AUGMENTATION				•	: : : : :	• • • • • • •	b. cAT	CATEGORY:	AUGMENTATION/RETENTION	T10N/RET	ENTION	1 5 6 1 1 1 1		
TRACKED GROUPS	5. A	8 EAL	ALE C(A/B)	(0\$0)0	V	. m	FEMALE C(A/B)	(QSD) Q	. <u>7</u>	60	TOTAL C(A/B)	0(020)	8.	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Niapanic) (4) Nispanic (5) White (Non-Nispanic) (6) Other/Unknown	0 w % % % % % % % % % % % % % % % % % %	115 115 77 2056 127 2389	0.31		27 77 177 19	20 20 376 33 481	0.67 0.35 0.47 0.58		63 64 1048 1228	164 164 97 2432 160 2870	0.28			
9.a. THE NUMBERS IN COLUMN A ARE: NUMBER AUGHENTED FROM EACH TRACKED GROUP	CED GROUP			• • • •	•	: : : : :	b. THE	NUMBERS BER CONSI	b. THE NUMBERS IN COLUMN B ARE: NUMBER CONSIDERED IN EACH TRACKED GROUP	N B ARE: EACH TR	ACKED G	ROUP		
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACT	NFIRMATIV t Variance		ION(S):	Monitor en minor	ION(S): Monitor and analyze officer aust between minorities and the majority.	lyze of	ficer au ajority.	gmentatic	on demogra	aphical (y, iden	Monitor and analyze officer augmentation demographically, identify causes and propose en minorities and the majority.	and and	oropose
11. ASSESSMENT: Differences in augmentation rates absence of American Native augmentation request The augmentation rate for women was higher than	entation rates higher		for men	statist in FY-8	ically s free yea 19 as it	ignification of the mass for th	ant exce the two	here not statistically significant except for Black mas for the last three years or the drop in Black male o for men in FY-89 as it was for the two previous years	were not statistically significant except for Black male officers in FV-89. s for the last three years or the drop in Black male officer augmentation in for men in FY-89 as it was for the two previous years.	officer	s in FY	غ. خ	The reason for the FY-89 is not known	The reason for the FY-89 is not known.
							•			•				

				PART 11	- DATA FRE	DATA FROM PREVIOUS FISCAL YEARS	OUS FISC	AL YEARS					i i b	
FY88 ASSESSMENT	ENT		4.8	SUB JECT:	OFFICER AUGMENTATION	AUGMENTA		b. CATEGORY		GMENTAT 1	AUGMENTATION/RETENTION	NOIL		1 1 1 1 6 6 6 8
TRACKED GROUPS		62	MALE C(A/B)	(OSO)g (8	FEMALE C(A/B)	(080)0	7. A	, co	TOTAL C(A/B)	(080)0	80	FOR USD USE
American Indian Asian American	tive				00	00								
(3) Black (Non-Hispanic) (4) Hispanic		67 162 36 93	0.41		47	& X	0.53		12,	25.	0.45			
-	1384	m''m			297	587 60 762	0.50		1681 130 1972	3693 282 4345	0.46			
FY87 ASSESSMENT	ENT													
T.ACKED GROUPS			MALE C(A/B)	(asa)a (<u>6</u> •	FEN.	FEMALE C(A/B)	(080)0	7. A	- 49	TOTAL C(A/B)	(0SO)Q	89	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander		00			00	00	; ;	; ; ; ; ;	00	! !		: : : : :		1 1 1 2 1 1 4 6 6 7
					φ ω	y C	0.53		2 3		0.43			
(>) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	1238 68 1394	238 2949 68 161 394 3319	9 0.42		273	580 17 671	0.35		151 24 1709	3529 178 3990	0.43			
FY86 ASSESSMENT														
TRACKED GROUPS	- S.	æ	MALE C(A/B)	(aso)a	<u>•</u>	B FE	FEMALE C(A/B)	(OSO)q	7. A	60	TOTAL C(A/B)	(0SD) Q	8.	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	ander_				DATA NO	DATA NOT AVAILABLE FOR FY-86	BLE FOR	FY-86	1	() ; () () () () () () () () (! ! ! !			
20 Epril 25/00 Beyones DEC 87														

-	MILIARY EQ	TARY		חאר	0 4 4 0	RTUNI	T Y .	SSES	SSME	-				RCS DC	RCS DO-FM&P(A)1760	
	* • • • • • • • • • • • • • • • • • • •			<u> </u>	PART 1 - C	- DATA FROM CURRENT FISCAL YEAR	CURRENT	F FISCAL	YEAR				1	,		
<u>.</u>	1. FYBY ASSESSMENT		2. pop c U.S.	OMPONEN'	COMPONENT/SUBCOMPONENT:	PONENT:		3. SOURCE a. OFFICE: EQUAL	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	: =	ISTON (I	NAVAL MILITARY PERSONNEL COMMAND b. TY DIVISION (MMPC-61)	NNEL COM	MAND b. TEI AV	AND b. TELEPHONE NUMBER: AV 224-2007	:;
•	4.8. SUBJECT: ENLISTED COHORT REPORT							b. CATEGORY:	:	AUGMENTATION/RETENTION	ION/RETE	MT TON				;
<u> </u>	TRACKED 5	*	¥ 89	MALE C(A/B)	(0\$0)0		89	FEMALE C(A/B)	(080)0	<u>7</u> .	E 60	TOTAL C(A/B)	(080)0	<u>80</u>	FOR OSD USE	
3838383	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	425 1973 13900 5306 44802 177 66583	473 2092 15530 5903 50563 195 74773	0.90	1	91 2438 753 753 5455 17 8940	101 201 2709 837 6388 20 10256	0.90 0.93 0.90 0.85 0.85		516 2159 16338 6059 50257 194 75523	574 2293 18239 6740 56968 215 85029	0.90) 			
6	9.8. THE MUMBERS IN COLUMN A ARE: MUMBER REMAINING ON ACTIVE DUTY AT END FY-89	AT END	FY-89			! ! !	* * * * * * * * * * * * * * * * * *	b. THE NUMB	NUMBERS ER OF AC	D. THE NUMBERS IN COLUMN B ARE: NUMBER OF ACCESSIONS IN A GIVEN FISCAL YEAR	N B ARE: IN A GI	VEN FISC	AL YEAR			<u>:</u>
6	•	AFF IRMAT	TIVE ACT	TON(S): t betwee	Monitor and en minorities	TION(S): Monitor and analyze enlisted ret st between minorities and the total force.	lyze en! the tot	isted re	tention	rates de	mographi	cally; i	dentify	səsneo	analyze enlisted retention rates demographically; identify causes and propose and the total force.	
	11. ASSESSMENT: Data listed above (provided by Defense Manpower Data Center) correlate with Navy retention data and show that minority retention continues to be equal to or higher than the majority.	provided to or h	d by Def igher th	ense Mar	efense Manpower Da than the majority.	sta Cente	 (1) COFFE	lute wit	th Navy	retention	data ar	show 1	that mind	ority		

			a .	PART 11 -	- DATA FROM PREVIOUS FISCAL YEARS	M PREVIO	OUS FISC	AL YEARS						
FY-84 ACCESSIONS			4.a. SU	SUBJECT:	ENLISTED COHORT REPORT b. CATEGORY:	COHORT	REPORT	b. CATEG	:	AUGMENTATION/RETENTION	ON/RETER	1 1 ON	! ! !	
TRACKED GROUPS	5. A	2	MALE C(A/B)	(0SD) Q	, V		FEMALE C(A/B)	(aso)a	7. A	8	TOTAL C(A/B)	050)0	<u> 00</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	84 1044 3899 1195 18359 24767	320 1552 10373 3717 54078 506 70546	0.26 0.38 0.32 0.37 0.37		46 676 144 1655 21 2553	33 99 1617 452 5649 67 7917	0.33 0.32 0.32 0.31		95 1090 4575 1339 20014 207 27320	353 1651 11990 4169 59727 573 78463	0.27 0.33 0.34 0.35			
FY-79 ACCESSIONS														
TRACKED GROUPS	A	<u>.</u>	MALE C(A/B)	(OSD)O		E	FEMALE C(A/B)	(QSQ) Q	7. A	8	TOTAL C(A/B)	(0S0)q	<u> </u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	21 455 1765 426 7480 1437 11584	219 816 8391 2098 48090 7929 67543	0.10 0.20 0.20 0.16 0.18		309 36 923 213 1502	45 42 979 152 6358 1071 8647	0.16 0.33 0.24 0.26 0.75		28 469 2074 462 8403 1650 13086	264 858 9370 2250 54448 9000	0.55 0.22 0.21 0.15 0.18			
FY-74 ACCESSIONS														
TRACKED GROUPS	5. A	8	MALE C(A/B)	0(080)	V		FEMALE C(A/B)	(OSD) Q	7. A	ES ES	TOTAL C(A/B)	(0S0)q	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	783 237 5285 143 6448	9120 3366 68699 922 82107	0.09 0.07 0.08 0.08 0.08		129 129 23 23 5 5 625	737 209 5666 588 58			912 260 2753 148 7073	9857 3575 74365 980 88777	0.09 0.08 0.08 0.08			
													:	

;		TARY EQ) O 3)) (0 4 4 0	RICKI	7 7	ASSE	SSME	-				RCS DI	RCS DD-FM&P(A)1760	
				à	PART I - E	- DATA FROM CURRENT FISCAL YEAR	CURREN	T FISCAL	YEAR							
<u> </u>	1. FYB9 ASSESSMENT		2. 000 C U.S.	COMPONENT/SUBCOMPONENT:	I/SUBCOM	PONENT:		3. SOURCE a. OFFICE EQUAL	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	: =	L MILITA	SOURCE AGENCY: NAVAL MILITARY PERSONNEL OFFICE: EQUAL OPPORTUNITY DIVISION (NMFC-61)	NNEL	COMMAND b. TEI AV	TELEPHONE NUMBER: AV 224-2007	: ت
•	4.a. SUBJECT: OFFICER COHORT REPORT							b. CATEGORY:	:	AUGMENTATION/RETENTION	JON/RETE	NTION			1	:
<u> </u>	TRACKED 5	<	£ 8	MALE C(A/B)	(aso)a	<u>ه</u> ۷	8	FEMALE C(A/B)	(080)0	7. A	F 62	TOTAL C(A/B)	(030)0	<u></u>	FOR OSD USE	
5665666	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	21 267 267 235 4601 171 5464	22 175 271 271 237 4659 176 5540	200000000000000000000000000000000000000		- 52 % % E & & & & & & & & & & & & & & & & &	28 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	1.00 1.00 0.97 0.98 0.98		22 192 332 264 264 5267 6279	26, 23, 48, 23 26, 23, 48, 23 26, 20, 34, 48, 48, 48, 48, 48, 48, 48, 48, 48, 4	0.000 000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.000 0.				
		DUTY A		END OF FY-89	-89	1 1 1 1 1		b. THE NUMB	NUMBERS SER OF AC	b. THE NUMBERS IN COLUMN B ARE: NUMBER OF ACCESSIONS IN A GI	N 6 ARE	THE NUMBERS IN COLUMN 8 ARE: NUMBER OF ACCESSIONS IN A GIVEN FISCAL YEAR	AL YEAR		6 6 9 9 9 9	
<u>ė</u>	•	NF IRMAT	IVE ACT	ction(s):	Monitor t between	and anal	analyze off	officer cor	continuation rat	inity.	demogra	phically	officer continuation rates demographically, identify causes and and the total community.	fy caus	es and	
<u>:=</u>	11. ASSESSMENT: The data listed above (provided I having lower continuation rates, but no relevent	ve (prov but no		Defense	Manpower is ions of	by Defense Manpower Data Center) shows American Native and Asian American/Pacific Islander ant conclusions or trends can be drawn from the data.	enter)	shows American Nativ drawn from the data.	om the d	ata.	Asian	American	Pacific	Islank	der males	•

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				PART 11 -	- DATA FR	OM PREV	DATA FROM PREVIOUS FISCAL	CAL YEARS				; ; ; ;		· · · · · · · · · · · · · · · · · · ·
FY-84 ACCESSIONS			4.8.	SUBJECT:	OFFICER COHORT REPORT	COHORT	:	b. CATEGORY:	:	AUGMENTATION/RETENTION	ON/RETEN	¥011		
TRACKED GROUPS		<u>s</u>	IALE C(A/B)	(aso)a	A		FEMALE C(A/B)	(aso)q	7.	8	TOTAL C(A/B)	(030)0	<u></u>	FOR OSD USE
	13 46 128	5 K §	0.81		~~ F	25.83	0.73		583	18	0.83			
	93 3060 157 3497	148 4382 318 5134	0.63 0.70 0.40 0.68		369 67	626 45 45		****************************	34.29 173 3938	50.08 36.3 53.7.1	8.0 8.0 8.0 8.0 8.0 8.0 8.0 8.0 8.0 8.0		·	
FY-79 ACCESSIONS						, ; ; ;								
TRACKED GROUPS	5. A	2 0	ALE C(A/B)	(080)0	6. A		FEMALE C(A/B)	(0\$0)0	7.	2 6	TOTAL C(A/B)	(aso)a	<u> 80</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	24 78 78 18 2311 2612	44 164 35 4655 607 5508	0.00 0.55 0.51 0.51 0.50 0.50		23.2 20.2 3.7 3.7	32 33 639 42 726	1.00 0.29 0.46 0.46 0.24 0.24		2602 2602 191 2929	51 136 43 5294 649 6234	0.25 0.51 0.45 0.50 0.29 0.29			
FY-74 ACCESSIONS														4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
TRACKED GROUPS	5. A	8 KA	NLE C(A/B)	(OSD)	<u>6</u> ▲		FEMALE C(A/8)	(OSO)	7. A	10	TOTAL C(A/B)	(dso)d	80	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) Uhite (Non-Hispanic) (6) Other/Unknown	32 32 21 1549 1674	30 111 80 5244 331 5796	0.29 0.20 0.20 0.20 0.20		172 13	. 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	0.00 0.45 0.22 0.25 0.33		7 45 23 1728 67 1870	34 140 89 89 5946 337 6546	0.29 0.29 0.29 0.29			
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Assignments

SECTION VII: ASSIGNMENTS

The Navy has a stated goal of ensuring equity in the assignment process for all The DoD purpose for this category is to ensure representation of all minorities and women in career enhancing assignments or billets.

Selected areas Information as were examined for the first time in this assessment to detect possible adverse trends. related to the Navy Officer and enlisted assignment process is provided below. DISCUSSION: The definition of "career enhancing billet" varies by service.

development, and subspecialty tours unique to each community. An officer remains competitive for unrestricted line, restricted line, staff corps, limited duty, and warrant officer communities. These professional development paths focus on completion of leadership, operational, professional promotion and assignment to billets of increased responsibility principally on the basis of successful performance regardless of assignment. The needs of the Navy, specific career path development needs, and the personal desires of the individual are all considerations in the OFFICERS: Professional development paths have been established for each of the Navy's assignment process.

individual. Specific assignments have no bearing on career advancement to paygrade E-6 since promotion to this paygrade is solely a function of performance, longevity, and formal examination. established for each enlisted occupational skill, the needs of the Navy, and the desires of the Promotion to grades E-7/8/9 is a function of performance in supervisory, operational, or in-Enlisted assignments are made based in part upon the sea/shore rotation cycle The term "career enhancing billet" has limited applicability to Navy enlisted rating assignments.

The Navy has identified specific action steps designed to ensure an equitable assignment dictated by their performance. Assignments outside this pattern are only made to meet essential needs of the Navy. Particular care is taken to ensure assignment personnel and selection board personnel recognize such deviations, and that minority personnel, so assigned, are given appropriate consideration. Additionally, every effort is made to ensure that proportional attendance of minorities and women occurs at professional development points such as service All personnel are assigned duties applicable to their particular community and as colleges and the Senior Enlisted Academy. ACTION:

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	ILITARY		E O U	A L P.	OPPORTUNITY ASSESSM PARTI - DATA FROM CURRENT FISCAL YEAR	T U N I	CURREN	A S S E	SSMEN	-	! ! !	• • • • •		RCS DD-FM&P(A)1760
1. FYB9 ASSESSMENT		2.		COMPONENT	OMPONENT/SUBCOMPONENT:	ONENT:		3. SOURCE a. OFFICE: EQUAL	SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	T: NAVAL	MILITA	IRY PERSO	3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND 8. OFFICE: b. EQUAL OPPORTUNITY DIVISION (NMPC-61)	AND b. TELEPHONE NUMBER: AV 224-2007
4.a. SUBJECT: COMMANDING OFFICER BILLETS (0-6)	CER BILLE	15 (0-6)			; ; ; ; ;			b. CATEGORY:		ASSIGNMENTS	s	! ! !	• • • • • • • • • • • • • • • • • • •	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
TRACKED GROUPS	7.	.	MALE	(F C(A/B)	(aso)a	6. A	8	FEMALE C(A/B)	ALE C(A/B) D(OSD)	7. A	, m	TOTAL C(A/B)	D(0SD) 8.	S. FOR OSD USE
(1) American Indian/Alaskan Native	tive	•	:	0.38	: : : : :	0	-	00.0		7	12	0.33		
(2) Asian American/Pacific Islander	ander	~ •	۵ ×	0.07		0 0	~ u	8 9		~ 5	37	5.03		
4) Hispanic	-	 o eo		0.33		· · ·	n ~	9 8		2 60	% A	0.33		
(5) White (Non-Hispanic)		967 36		92.0		5	8	0.15		985	3756	0.26		
(6) Other/Unknown (7) TOTAL		989 37	3768	0.00		10	11,0	0.15	- 	1006	21 3882	0.0		
9.a. THE NUMBERS IN COLUMN A ARE: 0-6s IN COMMANDING OFFICER BILLETS IN FY-89	RE: R BILLETS	1N FY-85		• • • •	1 1 1 1 1 1	1 1 1 1 1 1	: : : : :	<u>.</u>	b. THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER OF 0-6s	IS IN COL	UMN BA	Æ:	: t : : : : : : :	3 5 6 6 6 6 6 7 8
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTI	ONENT AFF	IRMATIVE	ACTIO	ON(S):	Monitor	minority	office	หาสรรายก	ments to	detect *	thich do	not supp	Monitor minority officer assignments to detect which do not support normal career	l career

progression.

under-represented in 0-6 command billets as in FY-88. While representation differences between the groups in major command assignments for women were not statistically significant, the overall assignment percentage for women was lower than the male percentage. The small number of minorities and women completing major command tours will keep the Navy from realizing a demographic balance at the flag level. 11. ASSESSMENT: Winorities held a higher number of major command billets in FY-89 compared to FY-88, but Asian American/Pacific Islander males were

				α.	PART 11 -	DATA FROM	DATA FROM PREVIOUS FISCAL YEARS	FISCAL YI	EARS							
	FY8B ASSESSMENT			JS .8. 3	SUBJECT:	COMMAND ING	OFFICER BILLETS (0-6) b. CATEGORY:	ILLETS ((o-6) {b.	CATEGO	: ;	ASSIGNMENTS	S			
	TRACKED GROUPS	ري م	<u>s</u>	MALE C(A/B)	0(080)	A	FEMALE B C(A)	ALE C(A/B) D(OSD)	Sb) 7.	<	8 7	TOTAL C(A/B)	(0S0)q	89	FOR OSD USE	
<u> </u>	American Indian Asian American/ Black (Non-Hisp Hispenic Uhite (Non-Hisp Other/Unknown	932	3629 23 24 24 24 24 24 24 24 24 24 24 24 24 24	0.20		00-0505	5 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.00		947	11 32 28 21 3731 24 3847	0.18 0.32 0.19 0.25 0.04				
	FY87 ASSESSMENT															
	TRACKED GROUPS	ري م	2 2	MALE C(A/B)	(0S0)q	6. A	FEMALE B C(A/B)	(0SO) 0 (8/	50) 7.	<	8	TOTAL C(A/B)	(0SO)Q	<u>só</u>	FOR OSD USE	
<u> </u>	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic Uhite (Non-Hispanic) Other/Unknown					DATA NOT	DATA NOT AVAILABLE FOR FY-87	FOR FY-{	78							کے کہ نے انہوں ہے۔ ا
	FY86 ASSESSMENT															
	TRACKED GROUPS		8	MALE C(A/B)	(0SO) Q	A	FEMALE B C(A/B)	(0SO)0 (8/	30) 7.	<	8	TOTAL C(A/B)	(0SD)	<u> 80</u>	FOR OSD USE	
2882888	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown					DATA NOT	DATA NOT AVAILABLE FOR FY-86	FOR FY-E	*							
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1. FYB9 ASSESSMENT			Q .	PART 1 -	- DATA FROM CURRENT FISCAL YEAR	(CURRENI	T FISCAL	YEAR						
	; ; ; ;	2. 000 U.S.	2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY	T/SUBCOM	PONENT:		3. SOURCE a. OFFICE: EQUAL 0	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	: =	L MISTA	NAVAL MILITARY PERSONNEL Y DIVISION (MMPC-61)	WEL COMMAND b.	MAND b. TEL	TELEPHONE NUMBER: AV 224-2007
4.a. SUBJECT: COMMANDING OFFICER BILLETS (0-5)	BILLETS (0-5)					b. CATEGORY:	:	ASSIGNMENTS	TS	• • • • •	•) ; ; ;	
TRACKED GROUPS	- 5. A	.	MALE C(A/B)	(0\$0)0	A	<u>.</u>	FEMALE C(A/B)	(CSO)Q	7. A	8	TOTAL C(A/B)	(QSO)Q	<u> </u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	142	25 122 122 692 6925 7237	0.00 0.00 0.00 0.05 0.05	1 1 1 1 4 1	00-050%	18 19 474 519	000000000000000000000000000000000000000	• • • • • • • • • • • • • • • • • • •	1 12 6 1183 1206	28 74 73 88 73 88 73 86 73 75	0.0000000000000000000000000000000000000			
9.a. THE NUMBERS IN COLUMN A ARE: 0-5a IN COMMANDING OFFICER BILLETS IN FY-89	LLETS IN	FY-89	† 1 1 † † †	1 1 1 1 1	! ! ! ! !		b. THE	THE NUMBERS IN COLUM TOTAL NUMBER OF 0-5s	b. THE NUMBERS IN COLUMN TOTAL NUMBER OF 0-5s	N B ARE:	! ! ! !	t	t 5 1 8 8	• 6 6 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION progression.	T AFFIRM	TIVE ACT	10M(S):	Monitor	Monitor minority officer assignments to detect which do not support normal career	officer	r assign	ments to	detect	Marich do	not supp	ort nort	Tal car	
11. ASSESSMENT: Minorities held a higher number of O- minorities and women were significantly lower than line officers was comparable with or better than t for command keeps the Mavy from realizing a demogr	a higher mificantl with or b	number o y lower etter th	of 0-5 co than the m an the m mographi	mmand bi majority c balanc	S command billets in FY-89 compare the majority percentage. The com the majority in FY-89, but the smal aphic balance at the Captain level	FY-89 CC rage. The but the Captain	ompared he comma e small level.	to FY-88 nder com	, but the mand sele	e overal ection of ty and it	t assigna pportunit	ment perdy for white	centage omen an th the	5 command billets in FY-89 compared to FY-88, but the overall assignment percentages for both a the majority percentage. The commander command selection opportunity for women and minority the majority in FY-89, but the small number of minority and women officers with the prerequisites applic balance at the Captain level.
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	•			PART 11 -	- DATA FROM PREVIOUS FISCAL YEARS	PREVIOUS	S FISCAL	YEARS			! ! !	! ! ! !	•	1 1 1 1 1 1 1
FY88 ASSESSMENT			<u>.</u> 6.8	SUBJECT:	COMMANDING OFFICER BILLETS (0-5) b. CATEGORY:	OFFICER	BILLETS	q¦(s-o)	. CATEGO	: :	ASSI GNMENTS	တ		
TRACKED GROUPS	 A	65	MALE C(A/B)	0(080)	A	FEMALE 8 C(A	(8)	0(0SD) 7.	. <	2	TOTAL C(A/B)	(OSD)q	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Nispanic) (4) Nispanic (5) White (Non-Nispanic) (6) Other/Unknown (7) TOTAL	109 5 4 11 4 4 11 4 4 11 4 4 11 4 4 11 4 1	7192 7192 7327	0.00 0.03 0.08 0.15 0.07		00-0W0X	22 13 424 470 470	0.00		0 10 1126 747	127 127 127 129 129 129 129 129 129 129 129 129 129	0.00 0.08 0.08 0.09 7.00			
FY87 ASSESSMENT		• • • •		1 1 1 1 1 1 1 1	5 5 6 6 6 6 1	; ; ; ;	• • • • •	; ; ; ;	; ; ; ;	: : : : :	, 1 1 1 1 1 1	•		6 6 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
TRACKED GROUPS	A	.	MALE C(A/B)	(0S0)a	6. A	FEMALE B C(A)	(8)	(0SO) J	<	8	TOTAL C(A/B)	(OSO)Q	<u>so</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Mispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL					DATA NO	DATA NOT AVAILABLE FOR FY-87	SLE FOR F							
FY86 ASSESSMENT									1 1 1 1 1 1					
TRACKED GROUPS		<u> </u>	MALE C(A/B)	050)0	6. A	FEMALE B C(A	(8)	(aso)a	<	. 10 8	TOTAL C(A/B)	(aso)q	80	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Mispanic (5) White (Non-Hispanic) (6) Other/Unknown					DATA NO	DATA NOT AVAILABLE FOR FY-86	3LE FOR F			1 1 1 1	* * * * * * * * * * * * * * * * * * *	1 1 1 1		
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		TARY	. E O	JAL	0 P P O R	1 M D	+	ASSE	SSEE	; ; ; ;	• • • • •		<u> </u>	cs DD-	RCS DD-FM&P(A)1760
				۵	PART 1 - D	- DATA FROM CURRENT FISCAL YEAR	CURREN	IT FISCAL	YEAR						
-	1. FYB9 ASSESSMENT		2. 900 (U.S.	COMPONEN	COMPONENT/SUBCOMPONENT: NAVY	ONENT:		3. SOURCE a. OFFICE: EQUAL O	SOURCE AGENCY: NAVAL MILITARY PERSC OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)		L MILITA	IRY PERSI	NNEL COM	AND b. TELE AV 2	AND b. TELEPHONE NUMBER: AV 224-2007
	4.a. SUBJECT: COMMANDING OFFICER BILLETS (0-4)	LLETS (0	(+-	! ! ! !	: : : : : :	• • • • • •		b. CATEGORY:	:	ASSIGNMENTS	TS	1 1 1 1 1	! ! ! !	l 	e e i i i i
	TRACKED GROUPS	م	£ _	MALE C(A/B)	(080)0	6. A	8	FEMALE C(A/B)	(080)0	7. A	60	TOTAL C(A/B)	B (080) d		for osd use
<u> </u>	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Nispanic) (4) Nispanic (5) White (Non-Nispanic) (6) Other/Unknown	0 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 3 2 3	46 142 367 167 11164 12090	0.00		70 40 4	11 18 85 17 1443 30 1604	0.00 0.00 0.00 0.03 0.03	1	25.5 25.5 26.2 26.2	57 160 452 184 12607 234 13694	0.02			
0	# E	ETS IN F	۲-89					b. THE TOTA	b. THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER OF 0-4s	IN COLUM	N B ARE:	-•			
	STATEMENT OF SERVICE/COMPONE progression.	NT AFFIRMAT	1VE ACT 1	ION(S):	Moni tor	minority	office	ED: 88	ments to	detect	₹ 5	not su	Monitor minority officer assignments to detect which do not support normal career	al care	بو
=	ASSESSMENT: Minorities held a higher number of 0-4 command billets in FY-89 compared to FY-88, and the representation of minority officers in 0-4 command billets was comparable or higher than the majority representation. Women had a higher representation than men in 0-4 command billets in both FY-88 and FY-89. Minority officers completing command tours is essential to the Navy attaining a demographic balance of minority officers at senior levels.	ld a higher number o mparable or higher t Minority officers co	umber of igher th cers con	f 0-4 co ian the ipleting	mmand bil majority command	lets in represent	FY-89 c tation. essent	ompared Women	to FY-88 had a highe Navy a	, and the gher repart attaining	e repres resentat g a demo	sentation tion than graphic	of minori men in O- balance of	ity off -4 comm F minor	icers in and billets ity officers

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TRACKED 5. AME CAA(49) D(GSD) 6. FEMLE CAA(49) D(GSD) 7. FEMLE GROUPS 8. GAA(40) D(GSD) 8. GAA(40) D(GSD) 9. GAA(40) D(GSD				a	PART II -	DATA FROM PREVIOUS FISCAL YEARS	M PREVI	OUS FISC	AL YEAR		; ; ;		,		
5. A B C(A/B) D(OSD) A C	FY88 ASSESSMENT				;	COMMAND IN		ER BILLE				ASSI GNMEN	ITS		
American Indian/Alaskan Native Mate Can/Ford 50 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0	TRACKED GROUPS		:	ALE C(A/B)	(gso)g	A		MALE C(A/B)	(OSD)	1	!	TOTAL C(A/B)	0(080)0	8	FOR OSD USE
TRACKED 5.		150	50 112 355 163 11174 276 12130	0.00.00.00.00.00.00.00.00.00.00.00.00.0		0000044	10 16 89 1328 49 49	0.00		27, 26, 27, 27, 27, 27, 27, 27, 27, 27, 27, 27	7 2				
TRACKED 5. MALE 6. FEMALE 7. TOTAL 8. C(A/B) D(OSD) A B C(A/B) D(OSD) A	FY87 ASSESSMENT				! ! ! !	; ; ; ; ;		1 1 1 2 4 1	: : : :	! !					
American Indian/Alaskan Native State (Non-Hispanic) Black (Non-Hispanic) Mispanic TRACKED TRACKED	TRACKED GROUPS		;	ALE C(A/B)	(0SD)0	<u>ه</u>		MALE C(A/B)	(aso)a	7. A		TOTAL C(A/B)	(QSD)	<u></u>	FOR OSD USE
TRACKED TRACKED GROUPS American Indian/Alaskan Native Asian American/Facific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown						DATA N	IOT AVAII	LABLE FC	JR FY-87						
TRACKEO GROUPS American Indian/Alaskan Native Asian American/Facific Islander Hispanic White (Non-Hispanic) Other/Unknown	FY86 ASSESSMENT														· · · · · · · · · · · · · · · · · · ·
American Indian/Alaskan Native Asian American/Facific Islander Asian American/Facific Islander Asian American/Facific Islander Mispanic White (Non-Hispanic) Other/Unknown	TRACKED GROUPS		:	ALE C(A/B)	(0SD)0	V	•	MALE C(A/B)	(aso)a	7. A	1	TOTAL C(A/B)	(0SD)0	<u>∞</u>	FOR OSD USE
		1 (1 1 1 1		1 1 1 1 1 1		DATA	OT AVAI	LABLL FC	ж FY-86						

	MILITARY		A L O F	OPPORTUNITY	UNITY	ASSE	E S S M E	- 2				RCS	RCS DD-FM&P(A)1760	:
			-	PART I - D	PART I - DATA FROM CURRENT FISCAL YEAR	URRENT F	ISCAL YEA	œ						
1. FY89 ASSESSMENT		2. 000 U.S.	DOD COMPONE) U.S. NAVY	2. DOD COMPONENT/SUBCOMPONENT: U.S. NAVY	ONENT:		3. SOURC a. OFFIC EQUAL	SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	. —	MILITAR ISION (N	NAVAL MILITARY PERSONNEL COMMAND b. TELI Y DIVISION (NMPC-61) AV	L COMMAN	COMMAND b. TELEPHONE NUMBER: AV 224-2007	~
4.a. SUBJECT: EXECUTIVE OFFICER BILLETS (0-5)	R BILLETS (3-5)		• • • • •	1 1 1 1 1 1 1		b. CATEC	b. CATEGORY: ASSIGNMENTS	SIGNMENT	s				
TRACKED GROUPS	A	.	MALE C(A/B)	(050)0	, A	. s	FEMALE C(A/B)	(dso)d	٠,	8 C	TOTAL C(A/B) D(OSD)		FOR OSD USE	
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	ive 6 Inder 7 725	25 122 6925 6925 7237	0.24 0.06 0.08 0.10 0.05		0 7 7 7 7 7 7	18 19 2 474 519	0.0000000000000000000000000000000000000		267 267 77	28 7 28 28 28 28 28 28 28 28 28 28 28 28 28	0.023 0.08 0.08 0.00 0.04			; ; ;
9.8. THE NUMBERS IN COLUMN A ARE: 0-5s in executive officer billets in fy-89	E: BILLETS IN	۲-89					b. THE I	b. THE NUMBERS IN COLUMN TOTAL NUMBER OF 0-5s	COLUMN	B ARE:				:

STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career progression.

majority in FY-89, but the dirference was not statistically significant. Overall female representation was comparable with that of males, but the for minorities was lower than the majority percentage. Asian Americans/Pacific Islanders representation has been particularly low both in FY-88 ASSESSMENT: Minorities held a higher number of 0-5 executive officer billets in FY-89 compared to FY-88, but the overall assignment percentage and FY-89. American Native representation was higher than the majority, and the representation of Black and Hispanic males was lower than the low number of minorities and women assigned as executive officers keeps the Navy from realizing a demographic balance at senior levels. A successful executive officer tour is necessary for continued career progression.

		, , , , ,	ď	PART II -	DATA FRO	- DATA FROM PREVIOUS FISCAL YEARS	ISCAL YEAR	ι _ν					1
FY88 ASSESSMENT	· · · · · · · · · · · · · · · · · · ·		4.a. SU	SUBJECT:	EXECUTIVE	EXECUTIVE OFFICER BILLETS (0-5)	LETS (0-5)	<u> </u>	CATEGORY: A	ASSIGNMENTS	15		
TRACKED GROUPS	5. A	A	ALE C(A/B)	(aso)a	V	FEMALE B C(A/B)	(aso)a (8	7. A	E 88	TOTAL C(A/B)	D(OSD) 8.	:	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	4004	21 80 114 60 7192 60 7527	0.03 0.03 0.07 0.10 0.10		0000000	2 0.00 21 0.00 13 0.23 1 0.00 424 0.09 9 0.00 470 0.09	225266	792 792 8 8 8	101 127 127 69 7997	0.02 0.06 0.07 0.07 0.09			
FY87 ASSESSMENT	! ! ! ! !							1	1 1 1 1 1	1	; ; ; ; ; ;	1	
TRACKED GROUPS	V	zī co	MALE C(A/B)	(080)0	۷ <u>ن</u>	FEMALE B C(A/B)	(0SD)0 (8,	7. A	8	TOTAL C(A/B)	0(050)	8. FO	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown					DATA	DATA NOT AVAILABLE FOR FY-87	: FOR FY-87			1			
FY86 ASSESSMENT						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 1 3 3 1 4 1	4 1 1 1 1	1	1			
TRACKED GROUPS	₹ •	ž o	ALE C(A/8)	(030)0	<u>6</u> •	FEMALE B C(A/B)	(B) D(OSD)	7. A	8	C(A/B)	0(0sp) (8	8.	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL					DATA N	DATA NOT AVAILABLE FOR FY-86	: FOR FY-86						
			• • • • •	, ; ; ; ;	; ; ;								7-10

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· · ·					PART I - D	- DATA FROM CURRENT FISCAL YEAR	URRENT	ISCAL YE	:AR						
-	. FY89 ASSESSMENT		2. 000 U.S.	COMPONEN	COMPONENT/SUBCOMPONENT: NAVY	ONENT:		3. SOURCE a. OFFICE: EQUAL C	SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (*MPC-61)	_	L MILITA	NAVAL MILITARY PERSONNEL Y DIVISION (MMPC-61)		COMMAND b. TELEP AV 22	IAND TELEPHONE NUMBER: AV 224-2007
6.9	4.a. SUBJECT: EXECUTIVE OFFICER BILLETS (0-4)	LETS (0	(7-			! ! ! ! !		b. CATE	CATEGORY: A	ASSIGNMENTS	15	; ; ; ; ;	! ! ! ! !		; ; ; ; ; ; ; ;
<u> </u>	TRACKED GROUPS	5. A	± ∞	MALE C(A/B)	(asa)a	6. A	8	FEMALE C(A/B)	(QSQ)Q	7. A	, <u>F</u>	TOTAL C(A/B)	(030)0	<u>8</u>	FOR OSD USE
5863636	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander 7 (3) Black (Non-Hispanic) 23 (4) Hispanic (5) White (Non-Hispanic) 11 (6) Other/Unknown (7) TOTAL 856 120 (7) TOTAL 856 120 (18) 11 EXCUTIVE OFFICER BILLETS IN FY-89	23 23 11 807 856 7 856	46 142 367 11164 204 12090	0.0000000000000000000000000000000000000		2 2 8 2 2 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1443 1443 1664 1694	0.18 0.06 0.09 0.07 0.07 0.03 10.07	0.06 8 160 0.09 31 452 0.07 903 12607 0.07 903 12607 0.07 966 13694 b. THE NUMBERS IN COLUMN 8 ARE:	31 31 13 903 8 8 8 8 966 13 13 00 00 00 00 00 00 00 00 00 00 00 00 00	57 160 452 184 12607 234 234 13694 N B ARE:	0.00			
6		AFFIRMA	TIVE ACT	ION(S):	Monitor	Monitor minority officer assignments to detect which do not support normal career	officer &	ass i graner	nts to de	tect whi	ch do no	t suppor	t normal	Caree	
; ; ; ; ;	ASSESSMENT: Minorities held a higher number in 0-4 executive officers billets was compare billets was comparable.	higher number		f 0-4 ey le with	the major	of 0-4 executive officer billets in FY-89 compared to FY-88. able with the majority representation. Representation of bot	lets in entation	¦ <u>↓</u>	89 compared to FY-88. Representation of both	o FY-88.	ع ا	The representation of minority men and women in 0-4 executive	tion of in 0-4 e	minori	The representation of minority officers men and women in 0-4 executive officer

4	; ; ;	t ; ;	- C-	PART 11 -	DATA FROM PREVIOUS FISCAL YEARS	W PREVIO	US FISCA	IL YEARS						1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
FY88 ASSESSMENT			4.a. SU	SUBJECT: 1	EXECUTIVE OFFICER BILLETS (0-4) b.	OFFICER	BILLET	\$ (0-4)	b. CATEGORY:	: :	ASSIGNMENTS	TS		
TRACKED GROUPS	A	£	ALE C(A/B)	(080)a	6. A	. 32 33 34 35	FEMALE C(A/B)	(OSD) Q	7. A	,- 60	TOTAL C(A/B)	(OSO)a	80	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	16 7 697 75 738	50 112 355 163 11174 276 12130	0.00.000.000.000.0000.0000.0000.0000.0000	 	-0%2%8	10 16 89 1328 1328 49	0.10 0.00 0.03 0.11 0.06 0.06		2 19 77 16 826 826	60 128 444 181 12502 325 13640	0.03			
FY87 ASSESSMENT							1 1 1 1 1	• • • • •						
TRACKED GROUPS	5. A	x	WLE C(A/B)	(QSQ)Q	6. A	B TEA	FEMALE C(A/B)	(0SO)Q	7. A	.— В	TOTAL C(A/B)	(QSQ)Q	80	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian Amarican/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown					D A A A A A A A A A A A A A A A A A A A	DATA NOT AVAILABLE FOR FY-87	ABLE FO	R FY-87						
FY86 ASSESSMENT								1	1 1 1 1 1					
TRACKED GROUPS	<u>ي</u> ٨	.	MALE C(A/B)	(0S0)q	<u>ئ</u> ح	E.	FEMALE C(A/B)	(080)0	7. A	80	TOTAL C(A/B)	(080)0	8	FOR OSO USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown					DATA	DATA NOT AVAILABLE FOR FY-86	LABLE FC	R FY-86	~					
		;								; ; ; ;	: ; ; ;			7-12

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				à	PART I - I	DATA FRO	M CURRE	DATA FROM CURRENT FISCAL YEAR	YEAR		! ! ! !	, , , , , , ,	1 1 1 1 1 1 1	• • • • •	* * * * * * * * * * * * *	
- -	1. FY89 ASSESSMENT		2. DOD C U.S.	COMPONENT/SUBCOMPONENT: NAVY	r/subcom	PONENT:	1 1 1 1	3. SOURCE a. OFFICE: EQUAL C	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	: =	N WILIT	SOURCE AGENCY: NAVAL MILITARY PERSONNEL DFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	NNEL COM	AND b. TELE AV 2	TELEPHONE NUMBER: AV 224-2007	
4.8	4.a. SUBJECT: JOINT SERVICE BILLETS	, , , ,	; ; ; ; ;				: : : : :	b. CATEGORY:	:	ASS I GNMENTS	NTS	1 1			• • • • • • • • • • • • • • • • • • •	
	TRACKED GROUPS	<	MALE B CC	A/B)	(OSD)	, V	8	FEMALE C(A/B)	(030)0	7. A	80	TOTAL C(A/B)	(050)0	8. FO	FOR OSD USE	·
5863696	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	6 8 25 14 1397 1453	185 1161 1984 1360 56632 704 62026	0.00		3 6 141 154	33 151 153 168 6456 107 7449	0.00 0.01 0.02 0.02 0.00		9 11 31 15 15 1538 1607	218 1312 2518 2518 1528 63088 811 811	0.00		! ! ! !		
9.8	9.8. THE MUMBERS IN COLUMN A ARE: OFFICERS SERVING IN JOINT SERVICE BILLETS IN	E BILLE		FY-89				b. THE TOTA	THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER OF OFFICERS	IN COLUM OF OFFI	N B ARE					
6.	STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): progression.	FFIRMAT	IVE ACTI		Monitor	minorit	y office		ments to	detect	Frich Frich G	o not sup	Monitor minority officer assignments to detect which do not support normal	al career		
:	ASSESSMENT: Male minority officers were under-represented in joint billets in FY-89 except for American Indians/Alaskan Natives. The representation of female minority officers holding joint billets was comparable with the female majority representation, and representation of both men and women was comparable in FY-89. Joint service is an essential part of officer career progression under the Defense Reorganization of 1986.	ers were y office e in FY-	e under- ers hold -89. Jo	r-represen (ding join Joint serv	nted in it bille	esented in joint billets in F joint billets was comparable service is an essential part	llets ir omparabl tial par	FY-89 e e with t t of off	xcept fo he femal	r Americ e majori eer prog	an Indiaty repre	ans/Alask esentatio under th	r-represented in joint billets in FY-89 except for American Indians/Alaskan Natives. Iding joint billets was comparable with the female majority representation, and repro Joint service is an essential part of officer career progression under the Defense Ro	s. The presents	FY-89 except for American Indians/Alaskan Natives. The with the female majority representation, and representation of of officer career progression under the Defense Reorganization Act	

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FY88 ASSESSMENT		•	7.8. SU	SUBJECT:	JOINT SER	SERVICE BILLETS	LETS		b. CATEGORY:	:	ASSIGNMENTS	LS			:
TRACKED GROUPS	5. ▲	ž. 6	MALE C(A/B)	(050)0	<u>\$</u>	FEMALE B C(A	9	(aso)a	7. A	6	TOTAL C(A/B)	0(080)	<u>&</u>	FOR OSD USE	:
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	15 41 92 54 52 62 25 54 89	178 1072 1908 1212 56843 1039 62252	8484888		524 565 565	31 128 509 148 6322 186 7324	0.03 0.03 0.03 0.03		18 51 108 61 5786 30	209 1200 2417 1360 63165 1225 69576	929888		,		• • • • • • • • • • • • • • • • • • •
FY87 ASSESSMENT	: : : : :										1				
TRACKED GROUPS	<u>5</u>	2	MALE C(A/B)	(OSO) a	<u>,</u>	8 3 3	FEMALE C(A/B) ((0s0)q	7. A	E 20	TOTAL C(A/B)	0(080)	<u></u>	FOR OSD USE	
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown					DATA	DATA NOT AVAILABLE FOR FY-87	ABLE FOR	FY-87			1				!
FY86 ASSESSMENT											,				
TRACKED GROUPS		2	MALE C(A/B)	(0 8 0)0	V	88 FER	FEMALE C(A/B)	(0SO) a	7. A	69	TOTAL C(A/B)	(080)0	<u>.</u>	FOR OSD USE	
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown					DATA	DATA NOT AVAILABLE FOR FY-86	ABLE FOR	FY-86							
NO COLOR DECISION NEC 97		: : : :												×	7-14

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					A2T I -	PART I - DATA FROM CURRENT FISCAL YEAR	CURR	NT FISCA	IL YEAR							
<u>.</u>	1. FY89 ASSESSMENT	<u></u>	2. 000 U.S.	COMPONEN	COMPONENT/SUBCOMPONENT: NAVY	PONENT:	; 1 1	3. SOU B. OFF	3. SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND 8. OFFICE: b. EQUAL OPPORTUNITY DIVISION (NMPC-61)	ICY: NA	VAL MIL	ITARY ON (NM	PERSONN PC-61)	L COPPAN	D . TELEPHONE N AV 224-2007	MD b. TELEPHONE NUMBER: AV 224-2007
9	4.a. SUBJECT: EXECUTIVE ASSISTANTS	: : : :	; ; ;					b. cA1	b. CATEGORY: ASSIGNMENTS	ASSIGN	MENTS				; ; ; ; ;	9 9 9 9 8 8 8 9 9
; ; ;	TRACKED GROUPS	۸.	x	IALE C(A/B)	(080)0	V	- co	FEMALE C(A/B)	IALE C(A/B) D(OSD)	7. A	; i ; i i	TOTAL B C(A	(e /	D(0SD) 8.	:	FOR OSD USE
Ē	(1) American Indian/Alaskan Native		=	0.00		-		9.1		<u>-</u>		•	9.08		1 1 1 1 1 1 1	
3	Asian American/Pacific Islander	_	30	0.03		0		0.0					0.03			
9	Black (Non-Hispanic)	0	ĸ	8.0		0		8 					 8.0			
3	Hispanic	0	2	8		0		8					8.0			
6	(5) White (Non-Hispanic)	& T	3657	0.05		2 0	5 . ~	0.02			 		20.0			
38	(7) TOTAL	<u>2</u> 	3768	0.02		» м	14,				 	3882	0.02			
•	9.a. THE NUMBERS IN COLUMN A ARE: OFFICERS IN EXECUTIVE ASSISTANT BILLETS IN FY-89	BILLETS	IN FY-	86	! ! ! !	1 1 1 1 1 1		b. THE	b. THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER OF 0-6s	28 NI %	LUMIN B	ARE:	• • • •		! ! ! ! !	0 0 1 1 1 1 1 1 1 1 1

STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career

progression.

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ASSESSMENT: The representation differences for 0-6s in executive assistant billets were not statistically significant, but the low numbers of minority officers assigned will keep the Navy from realizing a demographic balance of minority officers at the flag level. Navy officer assignment policy now requires an explanation when minority officers are not included in nomination packages.

				PART 11 -	- DATA FROM PREVIOUS FISCAL YEARS	PREVIOU	IS FISCAL	YEARS	1 1 1 1 1 1 1					
FY88 ASSESSMENT			אר. a. SU	SUBJECT:	EXECUTIVE	ASSISTANTS	ITS		b. CATEGORY:	: 1	ASSIGNMENTS	Z.		
TRACKED GROUPS	A		MALE C(A/B)	(080)0	A	FEMALE B C(A	<u> </u>	(0SD)0		8	TOTAL C(A/B)	080)	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Nispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	3 - M - M	11 23 23 3629 3734 3734	0000000	1 5 1 1 1 1	000000	0 102 113 113	0.00		36 - 35 0 0 0 0	11 32 28 21 3731 24 3847	0.00000			
FY87 ASSESSMENT		; ; ;		; ; ; ; ;										1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
TRACKED GROUPS	٧.	E	IALE C(A/B)	(0SD)9	A	FEMALE B C(A	<u>(8</u>	(0SD) Q	,. A	E 60	TOTAL C(A/B)	(080)0	60	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown					DATA NG	T AVAILA	DATA NOT AVAILABLE FOR FY-87	FY-87						
FY86 ASSESSMENT										1	1			
TRACKED GROUPS	۸	E	IALE C(A/B)	(QSD)Q	A	FEMALE B C(A	<u>@</u>	(030)0	7. A	<u>2</u>	TOTAL C(A/B)	(OSO)a	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown					DATA	OT AVAILA	DATA NOT AVAILABLE FOR FY-86	FY-88						
00 Form 2509 Reverse, DEC 87							; ; ! !	t 	; ; ; ; ;	1 1 6 1 1	! ! ! ! !			7-16

RCS DD-FM&P(A)1760		TELEPHONE NUMBER: AV 224-2007	- - - - - - - - - - - - - - - - - - -	FOR OSD USE			rity master ander master tistically inority
RCS D		ı	# } ! ! ! ! !	b(0s0) 8.		b. THE NUMBERS IN COLUMN B ARE: OF THE BOAT) IN FY-89 TOTAL NUMBER OF E-9s Ensure equity in assignment of enlisted personnel to senior career development	of command master chief billets in FY-89 compared to FY-88. The representation of minority master s was comparable with the majority representation except for Asian American/Pacific Islander master n of women is lower than that of their male counterparts, but the difference is not statistically ties in senior enlisted positions is needed to provide visible role models for junior minority
		SOURCE AGENCY: NAVAL MILITARY PERSONNEL COMMAND OFFICE: B.EQUAL OPPORTUNITY DIVISION (NMPC-61)	· · · · · · · · · · · · · · · · · · ·	TOTAL C(A/B) Do	0.26 0.04 0.17 0.17 0.10 0.11	: enior careel	represental an American, e difference
		VAL MILITA DIVISION	MENTS	60	16 61 13 309 46 270 11 63 790 4008 880 4747	-9s onnel to se	7-88. The pt for Asi ts, but the visible r
SKEKT	EAR	SOURCE AGENCY: NAVAL MILITARY PERSON OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	RY: ASSIGNMENTS	0(0SD) 7.		b. THE NUMBERS IN COLUMN TOTAL NUMBER OF E-9s	mpared to Fitation excellent counterparto provide
ASSES	IT FISCAL YI	3. SOURCE a. OFFICE EQUAL	b. CATEGORY:	FEMALE C(A/B) D	0.00	b. THE NUM	n FY-89 co Y represent their male
Y 1 1 N 1	- DATA FROM CURRENT FISCAL YEAR	: :	; ; ; ; ; ; ;	8	0 0 0 0 0 3 3 3 4 4) IN FY-89 y y in assign	of command master chief billets in FY-89 compared to FY-88. Is was comparable with the majority representation except for in of women is lower than that of their male counterparts, but is senior enlisted positions is needed to provide visil
PPORTU		COMPONENT/SUBCOMPONENT:) 6 6 6 1 6 6 7 7	D(OSD) 6.		OF THE BOAT	master chie rable with is lower th
UALOP	PART I	COMPONENT/S	1 2 2 2 4 4 4 4 1	MALE C(A/B) D	0.26 0.04 0.17 0.17 0.10	<u></u>	of command risk was company of women ties in sen
RY EQ		2. DOD U.S.	* * * * * * * * * * * * * * * * * * *	E	6 61 3309 267 3977 4713	TS (INCLUD	rrumber o ef billets esentation of minorit
ILITA			CHIEFS	S. A	ander 15 46 47 787	RE: CHIEF BILLE	eld a highe master chi c The reprice balance
Ξ		1. FY89 ASSESSMENT	4.a. SUBJECT: COMMAND MASTER CHIEFS	TRACKED GROUPS	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown	THE MUMBERS IN COMMAND MASTER CHIEF BILLETS (INCLUDING CHIEF OF THE BOAT) IN FY-89 STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Ensure equity in assign opportunities.	ASSESSMENT: Minorities held a higher number of command master chief billets in FY-89 compared to FY-88. The representation of minority maste chief billets was comparable with the majority representation except for Asian American/Pacific Islander mast chiefs are FY-88 and FY-89. The representation of women is lower than that of their male counterparts, but the difference is not statistically significant. A demographic balance of minorities in senior enlisted positions is needed to provide visible role models for junior minority
:		. F.	49	:	(1) Ameri (2) Asian (3) Black (4) Hispa (5) White (6) Other (7) TOTAL	9. 9. 1	-

			ā	PART 11 -	- DATA FROM PREVIOUS FISCAL YEARS	H PREV	TOUS FISC	AL YEARS	! ! ! ! ! !					
FY88 ASSESSMENT			4.a.	SUBJECT:	COMMAND MASTER CHIEF BILLETS	ASTER (CHIEF BIL	:	b. CATEGORY:	: :	ASSIGNMENTS	TS		
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FY86 ASSESSMENT	• • • • • •								1		1	,		1 1 1 1 1 1
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			_	PART I - DATA FROM CURRENT FISCAL YEAR	DATA FRO	M CURREN	T FISCAL	YEAR	; ; ; ;					• • • • • • • • • • •
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4.a. SUBJECT: NAVAL WAR COLLEGE ATTENDEES	TTENDEES						b. CATEGORY:		ASSIGNMENTS	ITS				
TRACKED GROUPS	<u></u> A	m	MALE C(A/B)	0(080)			FEMALE C(A/B)	(0\$0)0	- <u>7.</u>	8	TOTAL C(A/B)	(OSO)Q	<u></u>	FOR OSD USE
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9.8. THE NUMBERS IN COLUMN A ARE: OFFICERS ATTENDING THE NAVAL WAR COLLEGE IN	AR COLLE		FY-89				b. THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER OF 0-4s, 0-5s,	NUMBERS L NUMBER	THE NUMBERS IN COLUMN B ARE: TOTAL NUMBER OF 0-4s, 0-5s, and 0-6s	N B ARE:	and 0-6s			

STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): Monitor minority officer assignments to detect which do not support normal career

progression.

ASSESSMENT: While there were no significant differences between the representation of minorities, women, and the majority at the Naval War College in FY-89, the small number of minorities attending the Naval War College is a concern.

			 	<u>a</u>	PART 11 -	DATA	FROM PREVIOUS	US FISCA	FISCAL YEARS			: : :				
	FY88 ASSESSMENT			4.a. SUE	SUBJECT:	NAVAL WAR COLLEGE ATTENDEES	3937100	ATTENDE		b. CATEGORY:	: :	ASSI GNMENTS	TS			: :
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DISCRIMINATION AND/OR SEXUAL HARASSMENT COMPLAINTS

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				à	PART I -	- DATA FROM CURRENT FISCAL YEAR	4 CURRENT	FISCAL	YEAR							:
<u> </u>	1. FY89 ASSESSMENT		2. 000 C	NAVY	COMPONENT/SUBCOMPONENT:	PONENT:	· · · · · · · · · · · · · · · · · · ·	3. SOURCE a. OFFICE: EQUAL O	SOURCE AGENCY: OFFICE: EQUAL OPPORTUN	:	MILITA	NAVAL MILITARY PERSONNEL IY DIVISION (NMPC-61)	NNEL COM	COMMAND b. TELE AV	TELEPHONE NUMBER: AV 224-2007	8
4.0	4.8. SUBJECT: SEXUAL HARASSMENT							b. CATEGORY:		SCRIMINA	VT10N CO	MPLAINTS	AND/OR	SEXUAL	DISCRIMINATION COMPLAINTS AND/OR SEXUAL HARASSMENT	
<u>;</u>	TRACKED GROUPS	5. A	¥ 8	MALE C(A/B)	(050)0	<u>\$</u>	(E)	FEMALE C(A/B)	(asa)a	7. A	E CA	TOTAL C(A/B)	0(020)	80	FOR OSD USE	
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	9.8. THE NUMBERS IN COLUMN A ARE: NUMBER OF SUBSTANTIATED COMPLAINTS	NTS	1 1 1 1 1 1	1 1 1 1 1 1 2				b. THE NUMBI	NUMBERS ER OF COI	b. THE NUMBERS IN COLUMN B ARE: NUMBER OF COMPLAINTS FILED	N B ARE: FILED				1 1 1 1 1 1 1	
<u> </u>	1	AFFIRMA onal in	TIVE ACT	ION(S): Evaluat	Report e data	OW(S): Report data on sexual harassment complaints collected from Navy Inspect Evaluate data on complaints and include in annual equal opportunity assessment.	sexual h	arassmen include	it compla	ints col	lected f	rom Navy Inity ass	Inspect	6 6	Report data on sexual harassment complaints collected from Navy Inspector General, second data on complaints and include in annual equal opportunity assessment. Propose corrective	e :
	ASSESSMENT: Navy broadened the complaint data base in FY-89 and plans more detailed reporting beginning in FY-90. The sexual harassment data presented above reflects only those complaints that could be accurately classified by tracked group and gender. Fleet complaints that could be classified are listed below. Navy has taken steps to encourage individuals to report (e.g., sexual harassment training for all personnel, be classified are listed below. Navy has taken steps to encourage individuals to report (e.g., sexual harassment training for all personnel, be classified are listed below. Navy inspector General "Fraud, Waste, and Abuse Hotline" available as an alternate means of reporting, and zero tolerance for reprisals against complaints). The number of substantiated complaints that could be classified has increased over the three years of collected data, while the percentage of substantiated complaints has remained comparable between minorities and the majority. The number of substantiated complaints indicates that sexual harassment and discrimination continue to occur.	compla those co Navy ss, requ Waste, Stantia	int data mplaints has take iring sh and Abus ted comp has remi	base ir that cc n steps ore comm e Hotlir (aints t ained cc	r FY-89 build be to enco nands to ne" avai that cou xmparable	and plans accuratel urage ind designat lable as ld be cla e between	more de y classi dividuals e an ind an alter insified minorit	tailed r fied by to repo lividual nate mea has incr	ed reporting beging by tracked group report (e.g., sex) dual to assist personance of reporting means of reporting increased over the and the majority.	group any sexual to be sount to be sount porting, er the to inity.	ing in FY-90. Ind gender. Fl harassment t Innel in proces , and zero tol three years of The number of	r-90. The trainent traincocessin to tolera ars of coer of subsections of coer of subsections of	The sexual harassment deet complaints that coultraining for all personnelsing complaints, making erance for reprisals agast collected data, while the substantiated complaints	ints that ints that ints that ints that aints, maints, maints, maredata, we ted comp	Its base in FY-89 and plans more detailed reporting beginning in FY-90. The sexual harassment data its that could be accurately classified by tracked group and gender. Fleet complaints that could not ken steps to encourage individuals to report (e.g., sexual harassment training for all personnel, shore commands to designate an individual to assist personnel in processing complaints, making the use Hotline* available as an alternate means of reporting, and zero tolerance for reprisals against maplaints that could be classified has increased over the three years of collected data, while the remained comparable between minorities and the majority. The number of substantiated complaints	
	(<u>3S</u>	CUAL HAR	ASSMENT/	DISCRIM 394 F	CRIMINATION 394 REPORTED	SEXUAL HARASSMENT/DISCRIMINATION COMPLAINTS NOT CLASSIFIED BY GROUP OR GENDER FOR 394 REPORTED 154 SUBSTANTIATED (39%)	154 SUB	CLASSIFIED BY SUBSTANTIATED	ED (39%)	P OR GEN	DER FOR	FY-89				
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			PART 11		FROM PREV	DATA FROM PREVIOUS FISCAL YEARS	AL YEARS		•		•	• • • • • • • • • • • • • • • • • • •
FY88 ASSESSMENT		.e. 4	subject:	: :	SEXUAL HARASSMENT		b. CATEGORY:	:	CRIMINATI	ON COMP	LAINTS/SEX	DISCRIMINATION COMPLAINTS/SEXUAL HARASSMENT
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;			! !		ART 1 -	DATA FRO	OM CURRE	PART I - DATA FROM CURRENT FISCAL YEAR	L YEAR							
: -:	1. FY89 ASSESSMENT	;	2. DOD U.S.	COMPONEN.	COMPONENT/SUBCOMPONENT:	MPONENT:		3. SOUR	SOURCE AGENCY: NAVAL MILITARY PERSONNEL OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	CY: NAV	1 MILIT	ARY PEF	SONNEL C	COMMAND b.	TELEPHONE NUMBER: AV 224-2007	ER:
	4.a. SUBJECT: DISCRIMINATION COMPLAINTS	NTS	! ! ! !					b. CATEGORY:		DISCRIM	INATION	COMPLA	DISCRIMINATION COMPLAINTS AND/OR	OR SEX	SEXUAL HARASSMENT	
;	TRACKED 5.	<	x	MALE C(A/B)	(0SD)a	<u>,</u>	<u>ш</u>	FEMALE C(A/B)	(0\$0)0	7. A	₩.	TOTAL C(A/8)	(CSO)Q (8,	8 6	FOR OSD USE	
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	9.8. THE MUMBERS IN COLUMN A ARE:							b. THE	b. THE NUMBERS IN COLUMN B ARE: NUMBER OF COMPLAINTS FILED	IN COL	MIN B AK	i ii			• • • • • • • • • • • • • • • • • • •	:
5	STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S): echelon commands, and congressional inquires. Evalual corrective action as required.	FFIRMAT	TVE ACT	TON(S): Evaluat	: 2	data on on compla	discrim aints an	ON(S): Report data on discrimination complaints collected from Navy Inspector Gene Evaluate data on complaints and include in the annual equal opportunity assessment.	complain e in the	ts colle	equal o	om Navy	Inspect	or Genessment.	Report data on discrimination complaints collected from Navy Inspector General, second data on complaints and include in the annual equal opportunity assessment. Propose	
; ; ;	ASSESSMENT: Navy broadened the complaint data base in FY-89 and plans more detailed reporting beginning in FY-90. The discrimination data presented above reflects only those complaints that could be accurately classified by tracked group and gender. Fleet complaints that could be classified are listed below. Navy has taken steps to encourage individuals to report (e.g., sexual harassment training for all personnel, publicizing grievance procedures, requiring shore commands to designate an individual to assist personnel in processing complaints, making the Navy Inspector General "Frauch Waste, and Abuse Hotline" available as an alternate means of reporting, and zero tolerance for reprisals against complaints. The number of substantiated complaints that could be classified has increased over the three years of collected data, while the percentage of substantiated complaints has remained comparable between minorities and the majority. The number of substantiated complaints indicates that sexual harassment and discrimination continue to occur.	complai ose com Navy h , requi aste, a tantiat [aints	nt data nt data plaints plaints ring sh ind Abus ed comp has rem scrimin	that come steps to step	n FY-89 build be to enco mands to ne" avai that cou omparable	and plan: accurate! urage includes include as Id be cla e betweer	s more d ly class dividual te an in an alte assified n minori	ified by s to rep dividual rnate mer l has incites and ties and	reportin tracked ort (e.g to assi ans of r reased o	g begin g begin l group : st pers eporting ver the ority.	ning in and gence al haras ownel ir 3, and 2 three)	FY-90. fer. Filter Filt	The dis	crimins plaints for all mplaints or repi ed date	ta base in FY-89 and plans more detailed reporting beginning in FY-90. The discrimination data to the tast could be accurately classified by tracked group and gender. Fleet complaints that could no steps to encourage individuals to report (e.g., sexual harassment training for all personnel, shore commands to designate an individual to assist personnel in processing complaints, making the elothine" available as an alternate means of reporting, and zero tolerance for reprisals against mplaints that could be classified has increased over the three years of collected data, while the emained comparable between minorities and the majority. The number of substantiated complaints ination continue to occur.	.
	<u>1X35</u>	SEXUAL HARASSMEN	SSMENT/	DISCRIM 394 F	CRIMINATION (COMPLAIN	TS NOT C 154 SU	1/DISCRIMINATION COMPLAINTS NOT CLASSIFIED BY GROUP OR GENDER FOR 394 REPORTED 154 SUBSTANTIATED (39%)	D BY GROUTED (39%)	80 C	NDER FC	R FY-89	-			
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				PART 11 -	- DATA FRO	M PREVIC	JUS FISC	DATA FROM PREVIOUS FISCAL YEARS	• • • • • •		• • • •	1 1 1 1 1 1 1	• • • •	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
FY88 ASSESSMENT			14.a. St	SUBJECT:	SEXUAL HARASSMENT	RASSMENT		b. CATEGORY:	: :	DISCRIMINATION		PLAINTS/	SEXUAL	COMPLAINTS/SEXUAL HARASSMENT
TRACKED GROUPS	A	ω	MALE C(A/B)	(OSO)Q	V		FEMALE C(A/B)	(aso)a	7. A	-	TOTAL C(A/B)	(aso)a	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	00m000m	~ w & ~ 5 o \$	0.00		00-000-	0 0 2 0 4 - 0	0.00		0040004	2 2 2 4 7 - 2 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0.0000000000000000000000000000000000000		: : : :	
FY87 ASSESSMENT														
TRACKED GROUPS	٧.	.	HALE C(A/B)	D(0SD)	<u>,</u>	. B	FEMALE C(A/B)	(OSD)	7. A	60	TOTAL C(A/B)	0(080)0	<u> </u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	00-0-00	2 - 2 2 - 2 8	0.0000000000000000000000000000000000000		0000mm	60252	0.00		00-0-mv	x - 13 x 4 ± 8	0.00 0.00 0.02 0.17 0.27			
FY86 ASSESSMENT														
TRACKED GROUPS	ۍ ۸	ω	MALE C(A/B)	D(0SD)	6. A	B FEA	FEMALE C(A/B)	(OSD)	7. A	- ca	TOTAL C(A/B)	(0SO)Q	ဆံ	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL					DATA NO	DATA NOT AVAILABLE FOR FY-86	ABLE FOR	FY-86						

UTILIZATION OF SKILLS

UTILIZATION OF SKILLS

Promote the entry or transfer of minorities and women into occupational groups which afford greater opportunity for advancement. Affirmative Action.

Assessment

- crews/seamanship, electronic repair, health care, other technical and non-occupational areas. Increasing the number of enlisted billets open to women in aviation squadrons and ships and encouraging women to transfer to more technical ratings will help further reduce service/supply and gun crews/seamanship areas being the most notable. Enlisted women are representation disparities between women and their male counterparts has been made in gun under-represented in gun crew/seamanship, electronics repair, electrical/mechanical, and craftsman areas, and over-represented in communications/intelligence, health care, other represented in health care, support/administration, service/supply, and non-occupational technical, and support/administration areas. Significant progress in correcting the Enlisted. Minority enlisteds continue to be under-represented in electronics Enlisted minority disparities in representation are ebbing slowly, with repair, other technical, electrical/mechanical, and craftsman areas. the representation disparities.
- unrestricted line community increases significantly. Women are over-represented in health care and administrator areas with no significant change in representation indices for the Officers in the warfare specialties generally advance to flag Minority officers are under-represented in the submarine and aviation officers. Increasing the number of officer billets open to women in aviation squadrons and ships will help increase the representation of women in the warfare specialties and rank faster and in greater numbers than their counterparts. The minority under-representation in the senior ranks will continue until minority representation in the warfare areas and over-represented in professional, health care, administrator, and classification procedures and not as result of actual occupational changes by women last four years. An apparent significant increase in the number of women in the administrator area beginning in FY-88 is because of changes in DoD occupational give more women the prerequisites for flag rank. supply/procurement areas. - Officers.

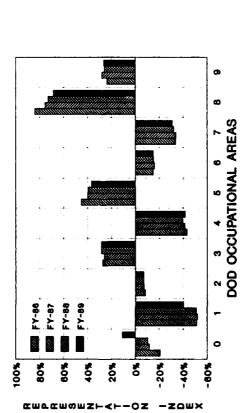
Note: Representation index (RI) relates minority composition within an occupational area or group to the total number of minorities or females in the officer or enlisted community. Zero percent RI means the percentage of minorities or females in an occupational area or group is equal to the percentage of minorities or females in the total community.

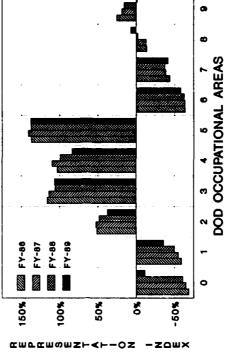
8-3

ENLISTED REPRESENTATION OF MINORITIES AND WOMEN

MINORITIES







DOD OCCUPATIONAL AREAS

- O GUN CREWS/SEAMANSHIP
- 1 ELECTRONICS REPAIR
- 2 COMMUNICATIONS/INTELLIGENCE
- 3 HEALTH CARE
- 4 OTHER TECHNICAL

DEFENSE MANPOWER DATA CENTER

SOURCE:

6 ELECTRICAL/MECHANICAL 8 SERVICE/SUPPLY 7 CRAFTSMEN

5 SUPPORT/ADMIN

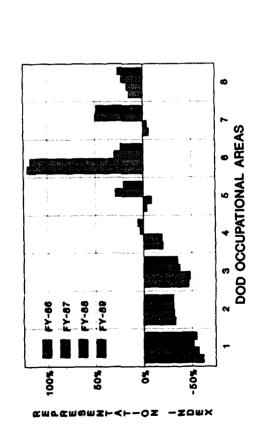
- 9 NON-OCCUPATIONAL

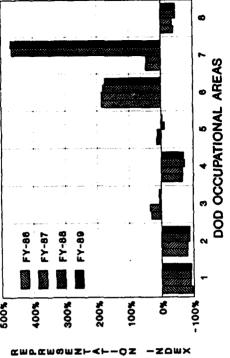
9-4

OFFICER REPRESENTATION FOR MINORITIES AND WOMEN

MINORITIES







DOD OCCUPATIONAL AREAS

- 1 FLAG OFFICER
- 2 TACTICAL OPERATIONS
- 3 INTELLIGENCE
- 4 ENGINEERING/MAINTENANCE

- 5 SCIENTIST/PROFESSIONAL
- 6 HEALTH CARE
- 7 ADMINISTRATORS
- 8 SUPPLY/PROCUREMENT

SOURCE: DEFENSE MANPOWER DATA CENTER

	FY-89 MINORITY ENLISTED COMPOSITION BY DOD OCCUPATIONAL GROUP	N BY DOD OCCU	OCCUPATIONAL GROUP	d.
DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
84	Personal Service	823 21 F F	60.3%	115.2%
54	Accounting	1483	1.5	
80	Food Service	8972	0	ω.
33	Dental Care	1613	46.9%	67.48
20	and Radio C	9999	•	•
55	al Suppc	8439	•	45.5%
26	ale	426	4.	•
51		5186		•
41	Mapping, Surveying, Drafting, Illus		•	•
31	cal S	1275	•	32.0%
95	Not Occupationally Qualified	21968	گ	.
30	are	7498	ъ.	•
50	Personnel	2547	4.	٠ د
90	Seamanship	10326	3.	•
74	Lithography	158	•	11.18
69	and	381	•	7.28
62	munications	1374	•	2.0%
05	Air Crew	2906	8.4	1.3%
53	g	1080	7.	•
26	Communications Center Operations	492	•	φ.
09	nd Aircraft	13818	•	۳.
75	a)	160	25.9%	-7.78
72	Utilities	1356	۳.	-9.78
49	Technical Specialists	69	25.2%	-10.2%
12	Missile Guidance, Control, Checkout		0.	-10.9%
65	Shipboard Propulsion	6866	6.	-14.78
64	and Munitions	1547	22.4%	
32	Biomed Sciences and Allied Health	383	22.3%	-20.3%

20	n e	₹.	-30.7%	-36.48	-36.7%	-37.3%	-37.6%	-38.9%	-40.6%	-42.0%	-42.6%	-44.68	-45.0%	-49.2%	2.4	-53.2%	-55.1%	-56.4%	-57.9%	-58.2%	-59.48	-63.8\$	-70.9%	
	٠. ١٠	•	4.	17.8%	17.8%	17.6%	17.5%	17.18	16.68	£.	۲.	15.5%	15.48	14.3%	13.3%	۲.	12.6%	12.2%	11.8%	11.78	11.48	٦.	8.2%	28.0%
3624	104 I	-	331	298	4659	95	1554	346	1560	340	658	1265	210	617	111	1501	200	182	512	2441	661	77	335	144212
nd Ai	Gunnery and Missiles	Metalworking	Law Enforcement	Photography	Power Generating Equipment	Infantry	Other Craftsmen	<u>.</u> ≍		ന	•ط	Teletype/Crypto Equipment	Automotive	Construction	Information and Education	Sonar Equipment		Weather	Other Electronic Equipment	Radio/Radar Repair	Fire Control (Non-Missile)	SI	Sonar	
22	04	70	83	40	99	01	79	29	23	86	15	16	61	71	57	13	24	42	19	10	11	45	21	TOTAL

TEN DOD ENLIST	TEN DOD ENLISTED OCCUPATIONAL GROUPS MOST UND	UNDER-REPRESENTED B	BY MINORITIES	FOR FY-86 TO -89
DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
FY-89				
21	Sonar	335	8,7%	-70.9%
45	Musicians	77	1) @
11	Fire Control (Non-Missile)	661	4.	4.6
10	Radio/Radar Repair	2441		8.2
19	Other Electronic Equipment	512	•	•
42	Weather	182	.2	4.
24	Intelligence	200	12.6%	1.
13		1501		3.2
57	Information and Education	111	13.3%	2.4
71	Construction	7	14.3%	-49.2\$
FY-88				
	Sonar	501	9.5%	-64.1%
05	Air Crew	330	9.	3.6
45	Musicians	77	10.0%	•
42	Weather	146	10.4%	9
11	Fire Control (Non-Missile)	603	10.7%	4
10	.그	2491	2	6.
19	Other Electronic Equipment	505	11.3%	-57.4%
24		187	7	4
13	Sonar Equipment	1301	12.1%	-54.2%
61	Automotive	173		-51.7%

FY-87		-	(C
,,	Sonar	N	0	•
		336	מ	-62.3%
02	Alr Crew) (•	C
	Wosthor	138	٥.	?
V !		92	φ.	د .
4 4		-	0,0	-60.5%
	Fire Control (Non-Missile)	1 \ 3 ()	
0,	Radio/Radar Repair	ဖ	o	· ·
) r	•	4	0.7	7.6
	Automotive Paritment	486	0.9	7.1
Ly	Ocilet Freccionic aquapment	161	11.0%	-56.6%
24	TureTIJence	וכ	ָּר ק	7
13	Sonar Equipment	1700	7 . 0	
FY-86	•	4	r.	-68.7%
21	Sonar	۴ () (·
	Air Crew	3	Ď	•
	11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	136	7	.
7 1	אפס רוופן אייין דייין	<u></u>	വ	4.
45	MUSICIANS Time Control (New-Wissile)	427	9	ω.
	7	136	88.6	-59.2%
61		ש ו	α	ω.
10	Radio/Kadar Kepair) (
7.4	Intellidence	V	,	•
* 0	Other Electronic Equipment	999	10.8%	
13		σ	6	4.
71	Construction	١ ١	;	

TEN DOD ENLIST	ED OCCUPATIONAL GROUPS MOST	OVER-REPRESENTED BY	MINORITIES	FOR FY-86 TO -89
DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
FY-89				
84	Personal Service	Ç	,	
82		823	. ·	5.2
54	ς.	6612	•	12.7
80	Food committee	1483	•	ე ა
1 (Took service	8972	•	8.6
ה כ ה	L care	1613	•	4
0.7	and Radio C	9699	40.9%	0.9
CC	Suppo	8439	•	5
90	Kellglous, Morale and Welfare	426	40.4%	4.1
TC *	ration	വ	φ.	7.9
4.1	Mapping, Surveying, Drafting,	Illus 107	38.2%	9
FY-88				
84	Personal Service	789	80	ı
85	Material Receipt	7222	•	120.0%
54	Accounting	1551	1 8	י ני
80	Food Service	8218	4	, c
£ 1	Dental Care	1630	,	
20	Functional	7946	39,6%	
20	Radio and Radio Code	6417	4.	4.9
TC TC	tion	4978	0	6.6
2,5	Morale	375	9	4.4
75	Ancillary Medical Support	1149	9.	9

FY-87			,	(
•	Dorgonal Gerwice	S	8.1	28.2	
*0		16	7.6	7.6	
82	Material Receipt) 	. (
74	Accounting	56	2.3	06.5	
# ·		76	6.9	5.0	
80	Food Service	1 5			
7.7	Dental Care	2.	Z . Z		
7 L	Othor Bingtional Gunnort	45	8.5	2.1	
SS	こうにいる	, (7	7	
20	Radio and Radio Code	77	•	۴ (•)	
) -	ictrati	57	4.5	6.3	
T C .	44.023	1099	33.5%	32.1%	
31	Juno) (6	
56	Religious, Morale and Welfare	ഹ	5.4	1.3	- 1
FY-86		,	7	40.7	
82	Material Receipt	•			
 	Dersonal Service	σ	7.1	38.9	
*		20	3.0	1.9	
54	Accounting	֓֞֞֜֜֜֝֞֜֜֝֝֞֜֜֜֝֓֓֓֓֜֝֜֜֜֜֝֓֓֓֓֜֜֜֝֜֜֜֝		α ()	
C	Food Service	9	T . 0	9	
) (Dontal Care	48	1.0	1.7	
ין נ ז	Other Bunctional Gunnert	50	7.7	7.9	
22	٠,	3	4.1	2.9	
51	ISTEALI) 0	ر بر	0,0	
20	Radio and Radio Code	ř	•	•	
	Jaro	Н	31.7%	32.8%	
1 0		2358	9.9	5.3	
OC.					1

FY-89 FEMALE ENLISTED COMPOSITION BY DOD OCCUPATIONAL GROUP

DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
53	Data Processing	1457	36.9%	282.78
33	Dental Care	1246	36.3%	275.9%
26		925	32.8%	239.8%
51		4304	32.1%	232.7%
41	Mapping, Surveying, Drafting, Illus		7.5	185.1%
56	c	283	26.9%	178.4%
42	Weather	330	22.2%	129.8%
50	Personnel	1644	.1	128.9%
57	Information and Education	172	20.7%	114.48
20	adio	3256	20.0%	107.7%
30	Medical Care	3961	•	93.1%
40	Photography	291	•	80.6%
31	Ancillary Medical Support	591	17.2%	77.9%
55	Other Functional Support	3232	15.6%	62.0%
54		3	15.2%	57.2%
24	Intelligence	222	14.08	
67	Precision Equipment	7	13.5%	40.3%
83	Law Enforcement	223	13.1%	35.8%
05	Air Crew	1252	12.2%	7
45	Musicians	88	11.78	21.6%
86	Forward Area Equipment Support	241	11.5%	19.5%
23	/Electronic	1018	10.9%	12.6%
74	Lithography	54	10.7%	10.4%
82	Material Receipt	378	10.5%	8.5%
80	Food Service	1823	10.2%	5.5%
95	Not Occupationally Qualified	5915	•	-1.2%
32	Biomed Sciences and Allied Health	156	9.1%	-5.6%
90	Seamanship	ω	8.8%	-8.7%
16	Teletype/Crypto Equipment	672	% .3%	-14.48

70	Metalworking	531	7.8%	-19.48
64	Armament and Munitions	526	7.68	-21.2%
62	Wire Communications	358	7.5%	-22.78
84	Personal Service	96	7.0%	-27.08
79	Other Craftsmen	618	7.0%	-27.8%
12	Missile Guidance, Control, Checkout	1766	6.9%	-28.0%
15	ADP Equipment	272	6.6%	-31.18
22	Radar and Air Traffic Control	1078	9.	-31.1%
10	Radio/Radar Repair	1342	4.	-33.2%
13	Sonar Equipment	662	ω.	-40.0%
19	Other Electronic Equipment	231	5.3%	-44.78
09	Aircraft and Aircraft Related	2617	٦.	-46.78
61	Automotive	89	0	-48.2%
21	Sonar	178	4.3%	-55.0%
71	Construction	245	9	-62.9%
72	Utilities	182	4.	-64.8%
49	Technical Specialists	7	2.6%	-73.5%
65	rd	986	2.4%	-75.5%
99	ene	614	2.3%	-75.7%
69	_	11	0.9%	-91.0%
75	Industrial Gas and Fuel Production	က	0.5%	-95.08
01	Infantry	7	0.4%	-96.2%
04	Gunnery and Missiles	٦	0.0%	-99.88
11	Fire Control (Non-Missile)	0	0.08	-100.0%
TOTAL		49602	9.68	

TEN DOD EN	ENLISTED OCCUPATIONAL GROUPS MOST UND	UNDER-REPRESENTED	BY WOMEN FOR	R FY-86 TO -89
DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
FY-89				
11	Fire Control (Non-Missile)	0	0.0%	-100.0%
04	Gunnery and Missiles	ત	0.0%	α
01	~ .	2	0.4%	7
75	Industrial Gas and Fuel Production	m	0.5%	-95.0%
69	El	11	96.0	•
99	erating Equ	614	•	•
65	Propu	986	•	-75.5%
49		7	2.6%	3.5
72	Utilities	182	•	4.8
71	Construction	245	•	9.
FY-88				
63	Missile Mechanical and Electrical	0	0.0%	-100.0%
04	fissile	က	0.1%	۳.
11	Fire Control (Non-Missile)	6	0.2%	θ.
75	Gas	-	0.2%	7
69	Other Mech and Elec Equipment	4	0.4%	-96.0%
01	Infantry	က	0.7%	.7
49	Technical Specialists	4	1.7%	-81.9%
13	ipment	191	•	-80.7\$
65	ш	741	1.8%	-80.7%
05	Air Crew	69	2.0%	-78.2\$

FI-6/	Missile Mechanical and Electrical	0	0.0%	-100.0%	
		0	•	-100.08	
0.4	Missiles	4	0.1%		
	-	16	0.3%	-96.68	
69	Ğ	Q	0.68	•	
	Technical Specialists	2	•	•	
		4	•	•	
	Sonar Equipment	147	•	-84.3%	
21 (2)	Shipboard Propulsion	593	•	-83.6%	
05	1	62	•	-80.48	
FY-86			, !		
75	Industrial Gas and Fuel Production	0	0.0%		
63	cal and E	0	0.0%	-100.08	
04	es	11	0.2%	_	
. 69	~	က	0.3%	•	
) [22	0.5%	•	
13	a	106	1.18	٠	
49	Technical Specialists	2	1.18	-87.68	
	-	684	1.78	•	
3 6		വ	1.8%		
05	Air Crew	29	2.0%	-78.0%	
					l

TEN DOD ENL	ENLISTED OCCUPATIONAL GROUPS MOST OVER-	OVER-REPRESENTED	BY WOMEN FOR	FY-86 TO -89
DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	Female Representation Index
FY-89				
53	Data Processing	1457	36.98	282.78
33	Dental Care	1246	۳.	5.9
26		925	φ.	9.8
51		4304	۲.	232.7%
41	ing, Dr		.5	5.1
56	Religious, Morale and Welfare	283	26.9%	178.4%
42	Weather	330	7	29.8
50	Personnel	1644	۲.	128.9%
57	Information and Education	172	.7	4.4
20	Radio and Radio Code	3256	20.0%	107.78
FY-88				
53	Data Processing	1372	36.1%	290.8%
33	Dental Care	1241	34.3%	271.2%
26	Communications Center Operations	886	9	4.
51	Administration	4184	1.	ω.
56	Religious, Morale and Welfare	284	6.9	•
42	Weather	$^{\circ}$	3.7	9.
50	Personnel	ω	21.8%	•
40		251	9.4	3
41	rveyi	11	?	٦.
20	Radio and Radio Code	3213	19.2%	107.8%

FY-87					
33	Dental Care	1339	6.5	07.4	
53	Data Processing	1360	6.3	04.8	
26	Communications Center Operations	842	3.2	70.0	
5.	Administration	4098	6.0	45.1	
1 92	Religious. Morale and Welfare	270	25.5%	185.0%	
42	!	345	3.9	66.4	
50	Personnel	1648	1.2	4.	
40	Photography	248	0.1	۲.	
41	Manning. Surveving, Drafting, Illus	123	0.0	٠	
20	d Radio Code	2	8.8	0.2	
FY-86					
33	Dental Care	1337	6.9	4	
53		1486	6.7	9	
26	Communications Center Operations	857	3,3	r.	
21		3757	9.3		
7 2	Religious. Morale and Welfare	261	5.4	7	
42		371	5.2	0	
ט נ	Personnel	1691	1.5	4	
41	Manning. Surveying, Drafting, Illus	132	8.0	ω.	
20	Radio and Radio Code	3164	18.1%	101.3%	
57	Information and Education	146	7.8	97.48	

FY-89 MINORITY OFFICER COMPOSITION BY DOD OCCUPATIONAL GROUP

DOD OCCUPATIONAL GROUP	occupational group description	GROUP TOTAL FOR MINORITIES	MINORITY PERCENTAGE OF GROUP	MINORITY REPRESENTATION INDEX
8E	Food Service	50	32.3\$	273.0%
46	Ship Construction and Maintenance	31	19.0%	119.9%
6F	h Care Office	വ	18.5%	114.18
8F	ď	16	16.5%	90.78
7H	Police	14	15.9%	84.0%
8B	Supply	348	14.5%	67.78
7.A		490	14.0%	61.5%
19	Health Services Admin Officers	308	13.1%	51.68
56	Chaplains	149	12.8%	48.2%
E	Nurses	329	•	8.8
9B	Students	1075	11.1%	27.8%
6A	Physicians	425	10.5%	20.9%
4N	Other	120	10.4%	20.48
5F	Legal	101	10.4%	19.8%
4H	Ship Machinery	138	10.1%	ε,
5B	Meteorologists	4	10.0%	
4 F	Missile Maintenance	62	9.0%	14.0%
4D	enance a	178	9.6%	10.5%
86	Other Engineering and Maintenance	95	9.5%	10.0%
4C	Communications and Radar	31	.	8.0%
7E	ing	11	8.8%	1.8%
7D	and	23	8.7%	1.18
4A	on and Utili	124	8.2%	-5.3%
Н9	Biomedical Sciences & Allied Health		8.0%	-8.1%
29	Dentists	130	7.6%	-11.68
2E	Ground and Naval Arms	939	7.68	-12.6%
8C		2	6.5%	-25.4%
3B	Communications Intelligence	65	6.4%	-25.9%
2D	Aircraft Crews	350	6.1%	-30.0%

76	Information	12	5.8%	-32.6\$
4B	Electrical/Electronic	34	5.3%	-38.9%
3A	Intelligence, General	61	4.9%	-43.0%
5 C	Helicopter Pilots	166	4.8%	-44.3%
5 A	Physical Scientists	21	4.78	-45.8%
26	Operations Staff	19	4.78	-45.9%
8A	Logistics, General	9	4.78	-46.2%
7F	Pictorial	4	4.4%	-48.68
2B	Other Fixed-Wing Pilots	186	4.3%	-49.8\$
4E	Ordnance	13	4.0%	-53.78
1 A	Flag	10	3.9%	-54.8%
2A	Fixed-Wing Fighter and Bomber Pilot	57	2.48	-72.5\$
8D	Procurement and Production	16	1.5%	-82.6\$
7N	Morale and Welfare	0	0.0%	-100.0%
TOTAL		6241	8.6%	

DOD	OCCUPATIONAL		MINORITY	MINORITY
OCCUPATIONAL GROUP	Group Description	TOTAL FOR MINORITIES	PERCENTAGE OF GROUP	representation Index
FY-89				
7N	Morale and Welfare	0	0.0%	-100.0%
8D	-	16	5	9
2A	d-Wing Fighter and Bomber	Pilot 57	2.4%	-72.5%
1 A		10	3.9%	-54.8%
4E	Ordnance	13	0	7
2B	Other Fixed-Wing Pilots	186	4.3%	-49.8%
7F	Pictorial	4	4.48	S
8 A		9	4.78	-46.2%
5 C	ns Staf	19	4.78	•
5A	Physical Scientists	21	4.78	-45.8%
FY-88				
7N	Morale and Welfare	0	0.0%	-100.0%
8D		16	1.5%	-82.3%
2 A	1-Wing Fighter and Bomber	Pilot 55	2.3%	2
1 A	,	10	•	0
2B	Other Fixed-Wing Pilots	178	4.18	-49.8%
4E	Ordnance	14	4.2%	-49.48
2C	Helicopter Pilots	136	4.2%	-49.0%
5 A	Physical Scientists	20	4.5%	-45.4%
3A	2	57	4.68	-43.8%
8 A	Logistics, General	7	4 88	%

PV-87					
9	Secretarity and secretarity	_	30	-100.0%	
2	and scartscicia	>	•		
2 A	Fixed-Wing Fighter and Bomber Pilot	4	•	-92.8%	
ביי	לפע	4	2.7%	•	
70	Nescation and posteriors	, ,	1		
2D	Aircraft Crews	Ω	•	ν.	
4	Executive	113	3.7%	9	
) e		11	4.0%	-57.2%	
¥T	• • • • • • • • • • • • • • • • • • • •		•	1	
2B	Other Fixed-Wing Pilots	77	•	7.0	
7	Riological Scientist	7	4.5%	-53.5%	
) C	76.0	~	4.5%	-53.5%	
4,	מייים מייים	•		c	
47	Safety	33	4.08	103.08	1
FY-86					
200	Other Supply and Procurement	0	0.0%	-100.0%	
7	מ	0	0.0%	-100.08	
3 6	hter	m	0.5%	-94.3%	
U 7	r tymer ament Coord	· ^	. 7%	-88.2%	
קר מי	**************************************	א ו	3.5	-64.7%	
<u>ر</u> د د د	2	י (•	-	
18	EXECUTIVE	* ^ *	•	• (
20	Aircraft Crews	വ	3.4%	-63.2%	
) {		o	3.5%	-62.4%	
45	Intelligence General	65	4.4%	-52.6%	
T.A.		31	4.4%	-52.1%	
2	Dates				ı

Free Ship Construction and Maintenance Health Care Officers (not defined Exchange and Commissary Police Supply Administrators, General Health Services Admin Officers Chaplains Nurses Food Service Ship Construction and Maintenance Police Ship Construction and Maintenance Police Exchange and Commissary Administrators, General Exchange and Commissary Administrators, General Supply	on and Maintenance icers (not defined) mmissary General	MINORITIES 50 31 54 14 348	OF GROUP 32.3% 19.0% 16.5%	INDEX INDEX 273.08 119.98 114.18 90.78 84.08
6 & & & & & & & & & & & & & & & & & & &	ction and Maintenance Officers (not defined) Commissary rs, General	50 31 5 16 348		60404
88	ction and Maintenance Officers (not defined) Commissary rs, General	50 31 5 16 14 348		ы ф 0 ф
& &	ction and Maintenance Officers (not defined) Commissary rs, General	31 5 16 14 348		0404
ω ω	Officers (not defined) Commissary rs, General	16 14 348		404
& & & & & & & & & & & & & & & & & & &	Commissary rs, General	16 14 348		90.
88	Genera	14 348		•
& & & & & & & & & & & & & & & & & & &	Genera	348	-	
& & & & & & & & & & & & & & & & & & &	Genera			67.78
ω ω		490	•	61.5%
88	ces Admin Officers	308	ش	•
& & & & & & & & & & & & & & & & & & &		149	•	•
ω ω		329	11.18	28.8\$
		52	31.98	287.38
	ction and Maintenance	33	8.6	•
		13	.7	102.3%
Exchange and Administrator Supply	Officers (not defined)	ß	۲.	•
	Ē	16	7	85.0%
	rs, General	484	13.48	63.0%
1.		296	۳.	61.6%
	ses Admin Officers	305	•	2
		150	12.8%	56.1%
or Nurses		340	11.18	35.3%

FY-87	•	,	C	0
7 M	Community Activities Officers	34	φ.	0
5		1270	0.0	о. С
e.		ď	9	2.3
(H)		3	•	
מ	Scientist or Professional (not defined)	m		
5 5	icers	43	9.2	6.3
T0		16	0.6	Φ
	ge and co	9	7	5.5
7N	rare	0 (•	
M C	Administrators (not defined)	119	ν. Σ	
# F		27	14.3%	46.1%
u/	FOLICE		_	α
56	Chaplains	/61		
FY-86		r	0	~
24	Scientist or Professional (not defined)	•	V	•
	ı	1220	7.7	7.6
¥o			2.9	147.88
권 원	FOUR DELVICE	2.0	α	4.1
8F	Exchange and commissary		•	
NC	Morale and Welfare	∞	ر. ت	. v
4 0		220	4.1	1.9
ر د	Deliciates Astigition Officers	30	13,5%	45.48
EG.	Try Activ	2,0		3.7
7H	POTICE	1 1	•	,
7.M	Administrators (not defined)	101		٠ ٠
: ני		143	13.0%	40.9%

	Officers (not defined) ors, General ices Admin Officers ientists e, General	2187 2187 2486	THE CASE AND THE	representation
	ficers (not , General s Admin Offi tists General	26 2187 2486	- 1	
	, Genera s Admin tists General	2187 2486	36.3%	9.5
	, Genera s Admin tists General	2486	4.0	614.68
	ces Admin entists , General	C L	70.9%	4.0
	en ,	452	9.2	5.7
	en ,	160	6.4	8.4
		59	.2	7.1
		27	3.1	6.5
		153	•	19.3%
		425	•	9.
	Communications Intelligence	97	•	φ.
		155	9.1%	0
	ge and Commissary	∞	.2	4.
		197	8.2%	.7
	Service	12	7.7%	•
	Construction and Utilities	113	7.5%	8.0
		9	6.8%	-34.2%
	ical Sciences & Allied Health	21	6.4%	•
	Data Processing	œ	6.4%	7.
4C Commur	Communications and Radar	21	6.3%	-38.9%
	ial	വ	5.6%	4.
	ntena	81	4.4%	-58.0%
	Comptrollers and Fiscal	11		-59.68
8G other		36	3.7%	-64.18
5G Chaplains	ins	42	•	-65.1%
	ics, General	4	3.1%	4
9B Students	ts	297		0.5
	Meteorologists	1	3	-75.9%
2B Other	Other Fixed-Wing Pilots	98	2.0%	9.0
	pter Pilots	65	6	-81.8%

;		Č	ŗ	6
Z	Ocner	07	7.18	-02.28
8D	Procurement and Production	14	1.3%	-87.3%
4B	Electrical/Electronic	œ	1.2%	-88.0%
2D	Aircraft Crews	70	1.2%	-88.3%
2G	Operations Staff	4	1.0%	-90.5%
2E	Ground and Naval Arms	113	98.0	-91.2%
1A	Flag	7	0.8%	-92.5%
4F	Missile Maintenance	7	0.3%	-96.98
4H	Ship Machinery	7	0.1%	-98.68
2A	Fixed-Wing Fighter and Bomber Pilot	н	0.0%	-99.68
4G	Ship Construction and Maintenance	0	0.0%	-100.0%
80	Transportation	0	0.0%	-100.0%
7N	Morale and Welfare	0	0.0%	-100.0%
4 E	Ordnance	0	0.0%	-100.08
TOTAL		7477	10.4%	

TEN DOD OFFICER OCCU	PATIONAL GROUPS MOST	UNDER-REPRESENTED	BY WOMEN FOR	FY-86 TO -89
DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
FY-89			1	
4E	Ordnance	0	0.0%	-100 0%
4G	Ship Construction and Maintenance	0		100.0
<u>د</u> د م	morale and Welfare	0	0.0%	-100.08
3.8 2.8		0	•	-100.0%
HV	Fixed-Wing Fighter and Bomber Pilot	7	0.0%	-99.68
411 4 F	wiggile writery	2	0.1%	-98.6%
1.7	Missile maintenance	2	۳.	-96.9%
2E		2	0.8%	-92.5%
3.5 2.5	Ground and Naval Arms	113	98.0	-91.2%
57	Operations Staff	4	1.0%	0
FY-88				
4 G	Ship Construction and Maintenance	c	6	
4E	Ordnance	> C	•	•
80	Transportation	o c	•	100.
7N	Morale and Welfare	o c	% % O O	100.
2A	Fixed-Wing Fighter and Bomber Dilot) (-	° °) (
4 F	700000	٦,	•	
4H	Shin Machinery	- (•	4.
	Oberations Staff	m :	•	0
18	Speracions acan	7	•	-95.2%
	[C		φ	7.
	eround and Naval Arms	113	0.0%	-90.9%

•				
FI-8/		ć		%O OOL -
2F	Missiles	>	0.0%	*0.00T-
× (1)	Missile Maintenance	0	.0	-100.0%
4 <i>f</i>	1	c	0.0%	-100.0%
2A	ridiicei aila pomoer			80 40
80	Other Fixed-Wing Pilots	7	•	130.28
i c	Cross and Nava Drms	24	0.6%	-94.2%
7 (0	0.7%	-93.7%
20	obcer	י נ	•	-92 7%
4H	Ship Machinery	07	•	
4 F.	Ordnance	∞	٠	184.48
] K		٣	1.1%	-89.5%
T#		· ·		-77.5%
4B	Electrical/Electronic	40	٠ ۱	
FY-86		Ċ		40 001-
20	Helicopter Pilots	>		%0.00T=
) (1)		0	0.0%	-100.0%
. S.F.		C	0.0%	-100.0%
T	darii celiali ce	o c	· 6	
2.A	Fixed-Wing Fighter and Bomber Filot	>	% • • • • • • • • • • • • • • • • • • •	•
: K		7	٠	٠
Ç G	Cround and Navial Arms	19	0.5%	-95.2%
4 : ·	•	20	0.7%	-93.7%
4H	Silly machinery) (
2B	Other Fixed-Wing Filors	>	•	•
7 P	Ordnance	12	1.6%	-84.7%
] + * U	Dogostah and Dovolanment Coordinator	ო	1.6%	-84.7%
ЛС	0			

TEN DOD OFF	OFFICER OCCUPATIONAL GROUPS MOST OVER-1	OVER-REPRESENTED P	BY WOMEN FOR FY	FY-86 TO -89
DOD OCCUPATIONAL GROUP	OCCUPATIONAL GROUP DESCRIPTION	GROUP TOTAL FOR FEMALES	FEMALE PERCENTAGE OF GROUP	FEMALE REPRESENTATION INDEX
FY-89				
6 F	Health Care Officers (not defined)	26	6.3	
6 Е	Nurses	2187	•	614.6%
7.A	strators, Genera	2486	0.9	84.
19 12	Health Services Admin Officers	452	2	ີດ
5F.		160	4.	ω,
5A	Physical Scientists	59	13.2%	27.1%
9/		27	٦.	9
3A	Intelligence, General	153	4.	ნ
6A		425	ທ	0
38	Communications Intelligence	97		
FY-88				
6F	Health Care Officers (not defined)	29	93.5%	821 98
6 E		2269		•
7.A	strators, Genera	2503	ທີ	584.48
19	Health Services Admin Officers	417	17.6%	ຸຕຸ
υ ι Ή (Legal	145	9	43.5%
	Information	27	0	ς,
5.	Physical Scientists	54	٦.	19.6%
3A	Intelligence, General	149	12.1%	.2
o. L	-	399		-0.2%
38	Food Service	15	9.5%	-9.3%

100				
FI-8/		(c	200
6 E	Nurses	7	\rightarrow	
THE LEGISLAND	Health Care Officer (not defined)	558	\sim	?
T L	ist or Profess	7	ω	J.
מוני	Activities Offi	62	_	178.1%
E 1	20121212	219		٠,
고/	Data Floressing	4) (
86	Other Supply and Procurement	S.	∞	9
30	Counterintelligence	45	g)	
76	Mannower and Personnel	444	4	9.
, ц (יר על	156	22.3%	105.6%
40	}	0	~	88 96
76	Intormation Administrator		า	0 • 0
FY-86				
i v	Nurses	1518	4.	624.2%
) (C	Health Care Officer (not defined)	540	7	514.6%
TO HS	ist or Profess	ω	4	8
7.5	essing	215	6	170.3%
1 ×	Community Activities Officer	57	25.6%	139.18
2,5	'n	455	9.	0.5
ې ر	ntel	41	4.	
) ה ה	Dhysical Scientists		7	12.7
9°		102	5	01.3
5,7	. n		0.	87.18

DISCIPLINE

	MILITARY	TARY EQ	UAL	0 P P O R	1 N D	¥	SSES	SE	-				RCS D	RCS DD-FM&P(A)1760
	1	* 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	, d	PART I - DI	ATA FROM	DATA FROM CURRENT FISCAL YEAR	FISCAL	YEAR	,	1				
	. FY89 ASSESSMENT	2. 000 . U.S.		COMPONENT/SUBCOMPONENT:	ONENT:	<u> </u>	3. SOURCE a. OFFICE EQUAL	SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	NAVAL ITY DIVI	MILITAR	PERSON	MILITARY PERSONNEL COMMAND SION (NMPC-61)		TELEPHONE NUMBER AV 224-2007
4.8	4.a. SUBJECT: COURTS MARTIAL	1 1 1 1 1 1 1 1	1 4 5 4 1 7	1 1 1 1 1 1 1	1 1 1 1 1	<u>q</u>	b. CATEGORY:	;	DISCIPLINE					
: !	TRACKED 5	8 3	MALE C(A/B)	(080)0	۰ ک	8 FEM.	FEMALE C(A/B)	(0SO) 0	7. A	89	TOTAL C(A/B)	(080)0	<u>&</u>	FOR OSD USE
<u> </u>	(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	20 2576 26 22440 507 74139 124 25327 1277 338151 7 2110 1961 464743	2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		21 2 2	405 995 12843 3251 3351 31899 209 209 49602	0000000		20 26 514 127 1288 7 1982	2981 23435 86982 28578 370050 2319 514345	0.0000000000000000000000000000000000000			
<u></u>	9.a. THE NUMBERS IN COLUMN A ARE: NUMBER REFERRED TO COURTS MARTIAL						b. THE W	THE NUMBERS IN COLUMN B ARE: ENLISTED COMPOSITION BY TRACKED GROUP	N COLUMA OSITION	BY TRACK	CED GROU	۵	:	
<u>;</u> 6	. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACT	FF IRMATIVE A	CT ION(S):	Develop	a method	to vali	date rep	orted for	rmal dis	cipline	actions	compari	ing mir	Develop a method to validate reported formal discipline actions comparing minorities with
; _	. ASSESSMENT: Courts martial referral percentages continued to drop for the fourth year of collected data, referral percentage than the majority. Black and American Native males had a higher referral percentage amale referral percentage continued to be higher than the female percentage. Female referrals were comparance of Development Center is studying equity in discipline to determine where bias could operate to produce disparal findings are expected by the end of FY-90.	rral percent, ority. Black and to be high quity in discording of FY-90.	ages conti k and Amer her than ti cipline to	les continued to drop for the fand American Native males had er than the female percentage. pline to determine where bias	rop for ve males percent e where	1 1/2	ourth year of cold a higher referral Female referrals could operate to p	ourth year of collected data, but miv a higher referral percentage than the Female referrals were comparable. N could operate to produce disparities	ected data, but percentage than were comparable.	but than able.	minoriti their co Navy P es in tr	but minorities continued have a butan their counterparts in FY-89, able. Navy Personnel Research and arities in treatment of personnel.	inued have ts in FY-8 Research of personn	d have a higher in FY-89, and the search and personnel.

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	1 1 1 1 1 1 1	! ! !	ď	PART 11 -	DATA F	ROM PREV	DATA FROM PREVIOUS FISCAL YEARS	AL YEARS	; ; ; ;	: : : : :	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	! ! !	!	1
FY88 ASSESSMENT			4.a. SUE	SUBJECT:	COURTS MARTIAL	MARTIAL		-	b. CATEGORY:	:	DISCIPLINE			
TRACKED GROUPS	<u>ر</u> ۸	· •	ALE C(A/B)	(0SD) 0	<u>9</u>	6	FEMALE C(A/B)	(OSD)Q	7. A	<u>–</u>	TOTAL C(A/B)	(0SD)Q	<u>κ</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	21 65 681 158 2390 3331 4	2528 22515 69861 22965 356452 2438 476759	0.0.0.0.0 0.0.0.0.0 0.0.0.0.0		0 0 4 K Q 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	360 870 11663 2830 2836 232 272 47539	0000000		65 685 768 768 768 768 768 768 768 768 768	2888 23385 81524 25795 378036 2670 2670 514298	0.000000			
FY87 ASSESSMENT			† ! ! !	1 1 1 1 1	1 1 1 1 1	; ; ; ; ; ;	t 1 1 1 1 1 5	• • • • • • •) ; ; t ! !	! ! ! ! !	1 1 1 1 1 1 1	• • • • • • •	! !	0 6 6 6 6 1 1
TRACKED GROUPS	5. A	MALE B C(/	LE C(A/B)	(aso)a	<u>6</u>	.	FEMALE C(A/B)	(0SO) O	7. A	. E	TOTAL C(A/B)	(((((((((((((((((((80	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	53 20 1270 308 5242 104 6997 48	2588 3348 67713 21483 363595 22199 480926	0.			322 383 10848 2535 32544 696 67328	0000000		20 1289 311 5301 104 7088	2910 3731 78561 24018 396139 22895 528254	0.0000000000000000000000000000000000000			
FY86 ASSESSMENT														
TRACKED GROUPS	A	MALE B C(C(A/B)	(aso)a	<u>,</u>		FEMALE C(A/B)	(0SD)q	7. A	E 60	TOTAL C(A/B)	(0S0)q	<u>xi</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	72 33 3157 817 14084 36 261 18424 4	2512 2974 62896 18929 363003 22533 472847	0.00		0 83 11 11 249 0 344	307 354 10107 2155 33172 701 46796	0000000		72 3240 828 14333 261 18768	2819 3328 73002 21084 396175 23234 519643	0.0000000000000000000000000000000000000			

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<u>:</u>				a .	PART 1 - 1	DATA FROM CURRENT FISCAL YEAR	M CURREN	IT FISCA	LYEAR					:	
	. FYB9 ASSESSMENT		2. 000 C	COMPONEN	COMPONENT/SUBCOMPONENT: NAVY	PONENT:		3. SOUR	SOURCE AGENCY: NAVAL MILITARY PERSO OFFICE: EQUAL OPPORTUNITY DIVISION (NMPC-61)	: =	VISION (NAVAL MILITARY PERSONNEL COMMAND b. Y DIVISION (NMPC-61)	WINEL COM	MAND b. TEI	TELEPHONE NUMBER: AV 224-2007
	4.a. SUBJECT: NON-JUDICIAL PUNISHMENT	IN.	: : :	, ! ! !		; ; ; ; ;	1 6 9 1 5	b. CATEGORY:	;	DISCIPLINE					
;	TRACKED GROUPS		E	MALE C(A/B)	0(080)0	, V	8	FEMALE C(A/B)	(030)0	. <u>.</u>	œ	TOTAL C(A/B)	0(080)	<u></u>	FOR OSD USE
5863696	American Indian/Alaskan Native Asian American/Pacific Islander Black (Non-Hispanic) Hispanic White (Non-Hispanic) Other/Unknown	265 426 8217 1958 21814 119 32799	2576 22440 74139 25327 338151 2110 464743	0.02 0.01 0.08 0.06 0.05		291 291 473 65 85 69	405 995 12843 3251 31899 209 49602	0.03		276 439 8508 2023 22287 122 33655	23435 86982 28578 28578 370050 2319 514345	0.00			
. =	9.a. THE NUMBERS IN COLUMN A ARE: NUMBER PUNISHED	1 1 0 1 1	• • • • •	1 4 1 1 1 1	1 2 1 2 5 6 6 1	1 1 1 1 1 1	1 } 1 1 1	b. THE	THE NUMBERS IN COLUMN B ARE: ENLISTED COMPOSITION BY TRACKED GROUP	IN COLUM	IN B ARE:	: :KED GROU	<u>a</u>		
. 6	STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACT the majority.	AFFIRMA	TIVE ACT	ION(S):	Develop	a metho	to co	lidate r	eported	formal di	isciplin.	actions	compari	5 E	Develop a method to validate reported formal discipline actions comparing minorities with
: -	ASSESSMENT: Non-judicial punishment percentages continued receive punishment when compared with the majority. Black, than their counterparts in FY-89. Males were punished more in discipline to determine if bias operates in this arena.	thment products with 19. Male	ercentage the major es were I	es continued rity. Black, punished more this arena.		drop for spanic, ten than ndings a	the for and Amer females	urth yea rican Na s. Navy sted by	to drop for the fourth year of collected data, Hispanic, and American Native males and Black often than females. Navy Personnel Research a Findings are expected by the end of FY-90.	lected da les and Bl el Resear of FY-90.	ata, but lack fem rch and I	minoriti ales were Developme	es are s given p int Cente	Anishma Fissing	ted data, but minorities are still more likely to and Black females were given punishment more often Research and Development Center is studying equity FY-90.
: -		1	; ; ; ;	1	 	•									

			_	PART 11 -	DATA FR	OM PREVI	OUS FISC	DATA FROM PREVIOUS FISCAL YEARS				1 1 8 9 9		1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
FY88 ASSESSMENT			7.8.SL	SUBJECT:	NON-JUDICIAL	CIAL PUN	PUNISHMENT		b. CATEGORY	30RY:	DISCIPLINE	INE		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
TRACKED GROUPS	5. A	£ 00	MALE C(A/B)	(OSD) a	A	8	FEMALE C(A/B)	0(080)	7. A	8	TOTAL C(A/B)	(080)a	<u></u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	271 452 9026 2354 27841 157 40101	2528 22515 69861 22965 346452 2438 466759	0.00 0.03 0.08 0.08		10 20 314 82 82 664 1093	360 870 11663 2830 31584 232 47539	0.03	1 1 1 1 1	281 472 9340 2436 28505 160 41194	2888 23385 81524 25795 378036 2670 514298	0.00 0.02 0.09 0.08 0.08	 		
FY87 ASSESSMENT														: : : : : : : : :
TRACKED GROUPS	A	£ 60	MALE C(A/B)	(OSD) a	∀ •	T	FEMALE C(A/B)	(QSO)Q	A) B	TOTAL C(A/B)	(aso)a	<u>®</u>	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	278 187 9493 2336 34695 541 47530	2588 3348 67713 21483 363595 22199 480926	0.00		28 424 108 1072 13 1651	322 383 10848 2535 2535 32544 696 47328	0.09		306 193 9917 2444 35767 554 49181	2910 3731 78561 24018 396139 22895 528254	0.11 0.05 0.09 0.00			
FY86 ASSESSMENT		_		! ! ! ! !	1 1 1 1 1 4 4	1 1 1 1 1 1	1 1 1 1 1 1	: : : : : :						
TRACKED GROUPS		3Ē 60	HALE C(A/B)	(QSD)q	٠ <u>٥</u>	<u>.</u>	FEMALE C(A/B)	(OSO)	7. A	8	TOTAL C(A/B)	(050)0	œ	FOR OSD USE
(1) American Indian/Alaskan Native (2) Asian American/Pacific Islander (3) Black (Non-Hispanic) (4) Hispanic (5) White (Non-Hispanic) (6) Other/Unknown (7) TOTAL	489 262 15159 3270 61488 423 81091	2512 2974 62896 18929 363003 22533 472847	0.19 0.24 0.17 0.17 0.02		54 760 144 2564 21 3551	307 354 10107 2155 33172 701 46796	0.08 0.03 0.08		543 270 15919 3414 64052 444 84642	2819 3328 73003 21084 396175 23234 519643	0.19 0.22 0.16 0.16 0.02		i ; ; i i	

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SUBJECT	Executive	Recruiting/Accessions	Jomposition	Promotions	Professional	Separations.	Retention	Assignments	discrimination Complai	Jtilization of	iscipline

EXECUTIVE SUMMARY

The FY-89 Naval Reserve Annual Assessment of Military Equal Opportunity Programs (NRAAMEOP) is submitted per DoD Directive 1350.3 dated 29 February 1988.

personnel due to conflicting Department of Defense and Department of the Navy definitions of Selected Reserve. The FY-89 report contains TAR personnel in all categories. Prior NRAAMEOPs did not include Training and Administration of the Reserve (TAR)

Professional Military Education and Discrimination Complaints/Sexual Harassment was obtained Military Personnel Command (NMPC) provided information for the Promotion category. Data on Commander, Naval Management Data Center (DMDC) provided data on all other categories assessed Data contained in this report was compiled from a variety of sources. from records maintained by Commander, Naval Reserve Force (COMNAVRESFOR).

Data for Promotion and Professional Military Education does not include detailed ethnic This has been addressed with the appropriate record holder and will be corrected for FY-90. information.

The information contained in the following pages indicates a brief analysis of our current status and the scope of the challenge we face.

SECTION I: RECRUITING/ACCESSIONS

Goal: Obtain sufficient accessions to attain and maintain demographic composition goals.

- Officer accessions into the Naval Reserve are predominately from prior service Navy and Naval Reserve sources. Total officer accessions are assessed as one subject.
- FY 89 Hispanic Officer accessions of 1.4% fell short of the interim goal of
- Accessions for Women Officers and all other tracked officer groups met or exceeded their composition rates.
- Assessment of Warrant Officer accessions is made only for Warrant Officer (Other The Naval Reserve does not have a flight program for Warrant Officers Programs).
- Warrant Officer accession rates of Asian American/Pacific Islanders, Blacks, and Hispanics fell short of their respective composition rates within the senior enlisted community of the Naval Reserve.

- Warrant Officer accession rates of Women and American Indian/Alaskan Natives exceeded their respective composition rates within the senior enlisted community of the Naval
- The Other/Unknown category for Officer and Warrant Officer accessions disproportionately high.
- Non-prior service Enlisted Hispanic accessions of 5% and total Enlisted Hispanic accessions Prior service Enlisted Hispanic accessions of 8% exceeded the FY 89 goal of 6.5% of 6% fell short of the FY 89 goal of 6.5%.
- Prior service Enlisted Women accessions of 13.9% fell short of the FY 89 Enlisted Women composition rate of 14.8%. Non-prior service Enlisted Women accessions of 20% and Enlisted Women accessions of 17.6% far exceeded the FY 89 goal of 15%.
- All other Enlisted tracked groups were recruited at rates that met or exceeded their respective composition rates.

- Assigned FY 90 accession goal of 2.6% for Hispanic Officers, 3.8% for Black Officers, and 15% for Women Officers.
- Assigned FY 90 accession goal of 7.5% for Hispanic Enlisted, 13% for Black Enlisted and 16% for Women Enlisted.

Actions planned:

- Review process of recording ethnic identity of Officer and Warrant Officer accessions.
- Personal letter from COMNAVRESFOR to commanding officers addressing applications for Warrant Officer from minority and women senior enlisted.

SECTION II: COMPOSITION

Goal:

Long term objectives are to achieve composition rates the general population which have college degrees. The short term objective for FY 89 was Attain a minority officer population that reflects the percentage of minorities in to attain Officer composition rates of 2.6% Black and .75% Hispanic. The FY 89 objective of 3.4% black, 1.25% Hispanic, and 18% Women by FY 93. for Women was a 10% composition rate.

- Attain a minority Warrant Officer population that reflects the minority composition of senior enlisted pay grades $(\mathbb{R}-7,\ \mathbb{E}-8)$ and $\mathbb{E}-9)$ within the Naval Reserve. The senior Warrant Officer composition rates should reflect any changes in the enlisted community of the Naval Reserve is the source of accessions for Naval Reserve senior enlisted composition of the Naval Reserve.
- Attain a minority enlisted population that proportionately reflects the percentage of enlisted composition rates of 12% Black and 3.75% Hispanic. The FY 89 objective for Women was a 15% composition rate. Long term objectives are 12% Black, 5.75% Hispanic, and 17% minorities in the general population. The short term objective for FY 89 was to attain

- Black Officer composition rate of 2.7% exceeded FY 89 goal of 2.6%.
- Hispanic Officer composition rate of 1.1% exceeded FY 89 goal of .75%.
- Women Officer composition rate of 12% exceeded FY 89 goal of 10%
- All other Officer tracked group composition rates met or exceeded their respective
- Islanders, and 2.8% Women were short of their respective composition rates within the senior Warrant Officer composition rates of 3% for Black, .2% for Asian American/Pacific E-7, E-8, and E-9 composition rates are 3.3% Black, 1.7% Astan American/Pacific Islanders, and 5.2% Women. enlisted community of the Naval Reserve.
- All other Warrant Officer tracked group composition rates met or exceeded their respective composition rates within the senior enlisted community.
- The Other/Unknown category for Officer and Warrant Officer composition is disproportionately high.
- Hispanic Enlisted composition rate of 4.6 met FY 89 goal of 3.75%
- Black Enlisted composition rate of 12.3% met FY 93 goal of 12%.
- Women Enlisted composition rate of 14.8% was short of the FY 89 goal of 15%
- The composition rates for all other Enlisted tracked groups met or exceeded their respective goals.

- 2.6% for Hispanic Officers, 3.8% for Black Officers, Assigned FY 90 accession goal of and 15% for Women Officers.
- 7.5% for Hispanic Enlisted, 13% for Black Enlisted, Assigned FY 90 accession goal of and 16% for Women Enlisted.
- Precepts to Warrant Officer selection board continues to stress equal opportunity issues

Actions planned:

Review the process of recording Other/Unknown ethnic identity for Officers and Warrant Officers.

SECTION III: PROMOTION

Goal: Ensure equal promotion/advancement opportunity.

- The small number of many officer tracked minority groups, especially among women, renders statistically insignificant data.
- officer the senior be under-represented at Blacks, Hispanics, and Women continue to and enlisted levels.
- American Indian/Alaskan Native males and Black females were selected for promotion to gender counterparts a lower rate than their 0-6 at
- 9-0 group were selected for œ groups and women as higher rate than the overall group. tracked minority All other
- Black and Asian American/Pacific Islander males and Hispanic females were selected for promotion to 0-5 at a lower rate than their gender counterparts
- Total Black and Asian American/Pacific Islander selection rates for 0-5 fell slightly short of the overall selection rate.
- All other tracked minorities and women were selected for 0-5 at a rate that exceeded the overall rate.

- Black and Hispanic males and Asian American/Pacific Islander females were selected for promotion to 0-4 at a lower rate than their gender counterparts.
- Total Black, Hispanic, and Asian American/Pacific Islander selection rates for fell slightly short of the overall selection rate.
- a rate at American Indian/Alaskan Natives and women as a group were selected for 0-4 that exceeded the overall rate.
- Complete ethnic and gender data was not available for enlisted advancements
- American Indian/Alaskan Native to E-7 were below the overall group selection for their Selection rates for Asian American/Pacific Islander to E-8 and E-7 as well as respective pay grades.
- Women as a group and all other tracked minorities were selected for E-9, E-8, and E-7at higher rates than the overall rates for their respective pay grades.
- High Year Tenure had a positive impact on the selection rates at all three enlisted grades with a dramatic increase in the numbers of minorities and women selected for E-7.

Selection boards continue to routinely include minority membership to ensure greater sensitivity.

Actions planned:

Continue to monitor promotion and advancement of minorities and women in the Naval Reserve

SECTION IV: PROFESSIONAL MILITARY EDUCATION

Ensure equal opportunity for Professional Military Education.

- Incomplete data precluded an assessment of minority officer participation in Professional Military Education.
- Women officers were selected at 93% rate compared to a male selection rate of 69% and an overall rate of 70%.

- Although women comprise 8.1% of pay grades 0-4, 0-5, and 0-6 they submitted only 2.5% of the applications for service schools.
- of all applicants for Senior Enlisted Academy (SEA) or Sergeants Major Academy (SMA) were white males. 100% of those selected were white males.
- Only 3.5% of the applicants for SEA or SMA were from tracked minorities while 6.1% of the overall E-8 population are minorities.
- No women were selected for SEA or SMA with only one woman applying

- Precepts to screening boards to draw attention to minority and women selection concerns continue
- Boards for officer Professional Military Education have been directed to maintain data to allow for ethnic identification of applicants.

Actions planned:

Personal letter from COMNAVRESFOR to all commanding officers addressing shortage of applications from minorities and women for officer and enlisted Professional Military Education.

SECTION V: SEPARATIONS

Ensure that separation of personnel from the Naval Reserve is without discrimination. This category measures dishonorable, bad conduct and other than honorable discharges Goal:

Assessment:

- voluntary force environment, except for those on continuous active duty for periods over 180 Per DoD Directive 1350.3 this category does not apply to the selected reserves in days who are involuntarily released prior to the end of their orders or contracts. releases would be reported by the active component.
- Data from DMDC indicated there were no separations from the Naval Reserve meeting the criteria for this category.

Actions taken:

Verified data with DMDC.

Actions planned:

Continue to monitor separations in the Naval Reserve.

SECTION VI: RETENTION

Ensure retention of quality personnel without discrimination. Goal:

Assessment:

- For FY 89 DMDC did not maintain Retention data for reserve component assessment of this category per DoD Directive 1350.3.
- The Naval Reserve does not have access to any other data base containing necessary information.

Actions taken:

Requested DMDC to track reserve component Retention for FY 90 and future assessments

SECTION VII: ASSIGNMENTS

Ensure equity in the assignment process for all Naval Reserve Personnel

- Officers in this category are assessed on assignment to commanding officer billets
- Enlisted in this category are assessed on assignment to major staffs or commands at the echelon II level.

- overall command this rate. only American Indian/Alaskan Native exceeded the Women and all other tracked groups fell short of At the 0-6 level experience rate of 9%.
- Women at 3.8% and all other tracked groups fell short of Black and American Indian/Alaskan Native exceeded the overall command experience rate of 4%. At the 0-5 level
- Women and all other tracked groups exceeded this At the 0-4 level only American Indian/Alaskan Native at 2.7% fell short of the overall command experience rate of 3%.



- Data obtained from DMDC does not accurately identify command experience in the Naval Reserve.
- stafis At the E-8 ievel only White males and females were represented on major commands with Women exceeding the overall assignment rate of 1%
- all other tracked groups met or exceeded the overall assignment rate on major staffs E-7 level American Indian/Alaskan Natives were not represented Women and At the or commands.
- At the E-6 level Hispanics at .4% fell short of the overall command experience Women and all other of 1% and Asian American/Pacific Islanders were not represented. tracked groups met the overall rate.
- In the enlisted category of Assignments the small number of many tracked groups especially among women, renders statistically insignificant data.

Identified deficiency in report of command experience in the Naval Reserve. Reserve will improve the accuracy of this data for FY 90 assessment.

Actions planned:

Expand the enlisted category to include duty assignments at echelon IV commands for FY 90.

DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS SECTION VIII:

Goal: Ensure operative complaint procedures.

- The Command Managed Equal Opportunity Frogram (CMEO) encourages resolution of discrimination or sexual harassment complaints are received at COMNAVRESFOR, making complete assessment of the complaints filed throughout the Naval Reserve difficult. As a result, few complaints at the lowest possible level in the chain of command.
- The number of discrimination complaints increased from 3 in FY-88 to 8 in FY-89
- 75% of the submitted discrimination complaints were via the COMNAVRESFOR Inspector General's Hotline.

- 37.5% 3 of the 8 discrimination complaints were substantiated resulting in a rate of compared to 2 of 3 in FY-88 for a rate of 67%.
- 62.5% of the discrimination complaints (5 of 8) were submitted by blacks.
- 100% of the 3 substantiated discrimination complaints were submitted by blacks
- Women submitted 2 discrimination complaints with I substantiated for a black woman
- Women submitted 100% of the 7 sexual harassment complaints.
- 71% of the sexual harassment complaints (5 of 7) were submitted via the COMNAVRESFOR Inspector General's Hotline.
- 57% of the sexual harassment complaints (4 of 7) were substantiated in FY-89 compared Both the number of complaints and substantiated complaints increased from FY-88 to FY-89. to 100% (1 of 1) in FY-88.
- One black woman submitted a sexual harassment complaint and that was substantiated

- Published Naval Reser. policy on equal opportunity and sexual harassment throughout the Naval Reserve Force.
- Continued training in equal opportunity and prevention of sexual harassment as as means of submitting complaints.

Actions planned:

Investigate the feasibility of expanding the collection of complaint data at command level

SECTION IX: UTILIZATION OF SKILLS

Ensure, within legal constraints, minorities and women participate equitably in all occupational areas and warfare specialties.

Aggeggment:

The majority of officers in the Naval Reserve entered their occupational area while on active duty, are well established in their professional fields, and are often reluctant

to change designators.

- o Black, Hispanic, and Women officers are under represented in occupational areas Engineering, Maintenance; Intelligence; and Tactical Operations.
- areas Black, Hispanic, and Women officers are over represented in occupational Health Care and Administrators.
- Maintainence and Tactical Operations and over represented in Health Care and Administrators. American Indian/Alaskan Native officers are under represented in Engineering
- Tactical Operations and over represented in Engineering, Maintainence; Health Care; Asian American/Pacific Island officers are under represented in Intelligence Administrators.
- represented by American Indian/Alaskan Native and under represented by women and all other Enlisted occupational areas of Electronic Equipment Repair and Craftsmen is over tracked groups.
- Indian/Alaskan Native and is over represented by women and all other tracked groups. Enlisted occupational area of Health Care is under represented by American
- Enlisted occupational area of Functional Support, Administration is under represented by Hispanics and over represented by women and all other tracked groups.
- Asian American/Pacific Islander and under represented by women and all other tracked groups. Enlisted occupational area of Electrical/Mechanical Repair is over represented by

Actions taken:

Minority accession goals for minority officer and enlisted included identification of over/under represented occupational areas.

Actions planned:

Continue to encourage officer and enlisted to change designator or rate from over to under populated occupational area.

SECTION X: DISCIPLINE

Goal: Ensure military justice is applied without discrimination.

- Incidents of application of military justice within the Naval Reserve historically have been infrequent.
- There is no current means of gathering data concerning military justice in the Naval Reserve.
 - As authorized by DoD Directive 1350.3, the Naval Reserve will not assess this category for FY 89.

Actions planned:

Incorporate reporting of incidents of military justice into an existing data base accessible to the Naval Reserve.

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL DD-FM&P(A)1760

	PART I - DATA FROM	PART I - DATA FROM CURRENT FISCAL YEAR	
1.	2. DOD COMPONENT/SUBCOMPONENT	3. SOURCE AGENCY NAVAL RESERVE FORCE	
FY 89 ASSESSMENT	U. S. NAVAL RESERVE	# OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	b. тегерноме NUMB 504-948-5306
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(2) Asian American Pacific Islander	_	80 5,816	.01		16	1,236	10.		96	7,052	.01		
(3) Black (Non-Hispanic)		164 5,816	.03		. 68	1,236	90.		232	7,052	.03		
(4) Hispanic		81 5,816	.01		19	19 1,236	.02		100	7,052	.01		•
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(6) Other/Unknown		525 5,816	60.		177	1,236	.14		702	7,052	.10		и
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OBTAIN SUFFICIENT ACCESSIONS TO ATTAIN AND MAINTAIN DEMOGRAPHIC COMPOSITION GOALS. FOR FY 89 A GOAL OF 2.2% WAS ESTABLISHED FOR HISPANIC OFFICER ACCESSION. THE GOAL FOR WOMEN OFFICERS WAS TO OBTAIN SUFFICIENT NUMBERS TO REACH A COMPOSITION GOAL OF 10% IN FY 89.

11. ASSESSMENT
- FY 89 HISPANIC ACCESSIONS OF 1.4% FELL SHORT OF THE INTERIM GOAL OF 2.2%.

- FY 89 BLACK ACCESSIONS OF 3.3% EXCEEDED THE BLACK COMPOSITION RATE OF 2.7%.
- FY 89 WOMEN ACCESSIONS OF 18% FAR EXCEEDED THEIR COMPOSITION RATE OF 10%.
- THE OTHER/UNKNOWN CATEGORY IS DISPROPORTIONATELY HIGH.

	į				PART II	II - DAT	A FROM	PREVIOU	- DATA FROM PREVIOUS FISCAL YEARS	. YEARS					•
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(2) As	Asian American	78	6.339	.01		19	866	.02		97	7,337	.01			
(3)	Black (Non-Hispanic)	172	6,339	_		52	866	.05		224	7,337]			
Ŧ	Hispanic	78	6,339	10.		91	866	.02		100					ļ
(S)	White (Non-Hispanic)	5.419		9 .85		839	866	.84		6,258	7,337	.85			
(e)	Other / Unknown	545		60.		95	866	90.		601	7,337	.08		.	
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¥.	4.8 SUBJECT WARRANT OFFICER ACCESSIONS (OTHER P	ACCESS	IONS (O	THER PRO	ROGRAMS)			b. CATEGORY RECRUITING	ORY LING					
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£	Black (Non-Hispanic)	2	83	.02		0	9	00.		2	92	.02		
€	Hispanic	1	83	.01		0	9	00.		1	92	.01		•
€	(S) White (Non-Hispanic)	54	83	.65		9	6	.67		09	92	.65		e
(9)	(6) Other/Unknown	24	83	.30		3	6	.33		27	92	.29		•
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10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
OBTAIN SUFFICIENT ACCESSIONS TO ATTAIN AND MAINTAIN DEMOCRAPHIC COMPOSITION GOALS.; WARRANT OFFICER COMPOSITION RATES SHOULD PARALLEL THE COMPOSITION RATES OF SENIOR ENLISTED (E-7, E-8, AND E-9) IN THE NAVAL RESERVE SINCE THAT IS THE AS THE SENIOR ENLISTED COMPOSTION RATES CHANGE THE WARRANT OFFICER COMPOSTION SOURCE FOR WARRANT OFFICER ACCESSIONS. HOULD REFLECT A LIKE CHANGE. RATE

Ξ.

- ASSESSMENT ACCESSION RATES OF 2.2% FOR BLACKS AND 1.1% FOR HISPANICS WERE SHORT OF THEIR RESPECTIVE SENIOR ENLISTED COMPOSITION RATES OF 3.3% AND 1.5%.
- ACCESSIONS RATES OF 10% FOR WOMEN AND 2.2% FOR AMERICAN INDIAN/ALASKAN NATIVE EXCEEDED THEIR RESPECTIVE SENIOR ENLISTED COMPOSITION RATES OF 5.2% AND .6%.
- THE OTHER/UNKNOWN CATEGORY IS DISPROPORTIONATELY HIGH.
- THERE WERE NO ASIAN AMERICAN/PACIFIC ISLANDERS SELECTED FOR WARRANT OFFICER

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				PARI	PART II - DATA FROM PREVIOUS FISCAL YEARS	A FROM	PREVIOU	S FISCAL	YEARS	!				
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	\$	1	MALE			FEMALE	ALE		7	5	TOTAL		8. FOR OSD USE	
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(1) American Indian/ Alaskan Native	DATA NOT		AVAILABLE F	FOR THIS	YEAR									T
1									-					
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(4) Hispanic														
(S) White (Non-Hispanic)														
(6) Other/Unknown														Ī
(7) TOTAL '														
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(4) Hispanic		,												T
(S) White (Non-Hispanic)														
(6) Other/Unknown				_										T
(7) TOTAL."														
. FY 86	ASSESSMENT	=	4.a. SUBJECT WARRANT	ect T OFFICER		ACCESSIONS (OTHER		PROGRAM)	b. CATEGORY RECRUITING	TING]	
TRACKED	2		MALE		6	FEMALE	ALE		7.	1	TOTAL		B. FOR OSD USE	
GROUPS		۵	C (A+0)	D (OSD use)	ď	8	C (A+8)	D (OSD use)	A	a	(A+8)	D (OSO use)		T
(1) American Indian/ Alaskan Native	DATA NOT	AVAI	LABLE F	DR THIS	YEAR									
· -														1
(3) Black (Non-Hispanic)														
(4) Hispanic													,	
(S) White (Non-Hispanic)														
(6) Other/Unknown														
(7) TOTAL														7
OD Form 2509 Reverse, DEC 87	verse, DEC 8	7						1-4						

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL DD-FMEP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

<u>-</u>		_	2. DOD COMPONI	OMPONEN	ENT / SUBCOMPONENT	PONENT		3. SOURC	E AGENCY	NAVAL	3. SOURCE AGENCY NAVAL RESERVE FORCE	FORCE		
<u>i. </u>	FY 89 ASSESSMENT	SMENT	U. S. NAVAL		RESERVE			. OFFICE HUMAN I	RESOURC	E MANAG	EMENT (• OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	9B)	b. Telephone Number 504-948-5306
\$ E	4.a. SUBJECT ENLISTED (PRIOR	(PRIOR SERVICE)	(E)					b. CATEGORY RECRUITING	ORY					
L	TRACKED	S.	ž	MALE		ė.	FEM	FEMALE		7.	2	TOTAL		8. FOR OSD USE
	GROUPS	∢	60	C 4.8)	Oso use	٧	8	(A + B)	D (OSO UN only)	4	6	ο (α.ε)	Ahvo OSD UM O	•
ε	American Indian/ Alaskan Native	181	6,351	.03		61	1,028	.02		200	7,379	.03		
€	Asian American/ Pacific Islander	161	6,351	.03		15	1,028	.01		206	7,379	.03		
ĉ	Black (Non-Hispanic)	764	6,351	.12		223	1,028	.22		987	7,379	.13		
€	(4) Hispanic	536	6,351	80.		19	1,028	90*		265	7,379	80.		
3	(S) White (Non-Hispanic)	4,581	6,351	.72		669	1,028	.68		5,280	7,379	۲۲.		e
(9)	(6) Other/Unknown	98	6,351	.02		11	1,028	.01		109	7,379	.01		· 83
3	(7) TOTAL	6,351	7,379	98.		1,028	7,379	.14		7,379	7,379 7,379	1.00		:
ž	9. THE NUMBERS IN COLUMN A ARE: NUMBER OF TRACKED GROUP ENTERING SERVICE	OLUMN A ED GROU	ARE: P ENTER	ING SER	VICE			b. THE NU NUMBER	b. THE NUMBERS IN COLUMN B ARE: NUMBER OF MALE, FEMALE,	COLUMN B	LE, OR	TOTAL EN	1LISTED	b. THE NUMBERS IN COLUMN B ARE: NUMBER OF MALE, FEMALE, OR TOTAL ENLISTED ENTERING SERVICE
٤	CTATEMENT OF CERVICE / COMPONENT ASSIBILIA	VICE / COM	A TMINOGI		INE ACTION(S)									

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
OBTAIN SUFFICIENT ACCESSIONS TO ATTAIN AND MAINTAIN DEMOGRAPHIC COMPOSITION GOALS. FOR FY 89 A GOAL OF 6.5% WAS
ESTABLISHED FOR HISPANIC ENLISTED ACCESSION. THE GOAL FOR WOMEN ENLISTED WAS TO ATTAIN SUFFICIENT NUMBERS TO REACH
A COMPOSITION GOAL OF 15% IN FY 89.

11. ASSESSMENT

- FY 89 HISPANIC ACCESSIONS OF 8% EXCEEDED THE GOAL OF 6.5%.
- FY 89 WOMEN ACCESSIONS OF 13.9% DID NOT MEET THE INTERIM GOAL OF 15% COMPOSITION.
- ACCESSION RATES FOR ALL OTHER TRACKED GROUPS MET OR EXCEEDED THEIR RESPECTIVE COMPOSITION RATES.
- DATA FOR FY 88 COMBINES PRIOR AND NON-PRIOR SERVICE ACCESSIONS.

					PART	TAG - II	TA FROM	PREVIOU	PART II - DATA FROM PREVIOUS FISCAL YEARS	, YEARS					
				A SUBJECT	ı					b. CATEGORY	ORY				
	¥ 88	ASSESSMENT	ENT	EM. IST	STED RECRUITING	ULTING				RECRUITING	- 1				
\perp				MAIE		ق ا	FEM	FEMALE		7.	٤	TOTAL		œ <u>;</u>	FOR USD USE
	GROUPS	4	8	C (A+8)	D (OSD use)	٨	8	C (A+8)	D (OSD use)	¥	8	C (A+8)	D (OSD use)		
ε	Argerican Indian	126	25,498	.00		34	4,386	.01		160	29,884	.01			
3	í	377				44	4,386	10.		421	29,884	.01			
<u> </u>	í	3,456				743	4,386	.17		4,199	29,884	.14			
€	•	1,059		<u> </u>		157	4,386	70.		1,216	29,884	.04			
<u>(S</u>	White (Mon-Hispanic)	20.019		L_		3,338	4,386	.76		23,357	29,884	.78			
9	ł	461	+	<u> </u>		70	4,386	.02		531	29,884	.02			
3	TOTAL	25,498				4,386	29,884	.15		29,884	29,884 29,884	1.00			
<u>_</u>	, , , , , , , , , , , , , , , , , , ,	ASSESSMENT	ENT	4.a. SUBJECT	L 4	RECRUITING				b. CATEGORY RECRUITING	ဋ			Į	
	5		1			ڧ	FEN	FEMALE		7.	71	TOTAL		<u></u>	FOR OSD USE
	TRACKED	٥	2 0	8.47	D (OSD use)	4	8	C (A+8)	D (OSO use)	٨	æ	(8 × 8)	D (OSO use)		
ε	1	1	NOT AVAILABLE		FOR THIS	YEAR									
€	Alaskan Native														
_ €	- 1														
€	1														
<u>S</u>	(Non-Hispanic)														
9	1													1	
3) TOTALE.														
	86	ACCECCAGNIT		4.3. SUBJECT	4.	RECRITTING				b. CATEGORY RECRUITING	GORY				
		33553	1	MAIS		6	FE9	FEMALE		7,	ı	TOTAL		sá .	FOR OSD USE
	TRACKED	4	8	C (A+B)	D (OSD use)	٨	æ	C (A+8)	D (Osp use)	4	6	C (A+8)	D (OSD use)		
Ξ		DATA	NOT AVAI	ABLE	FOR THIS	YEAR								\perp	
≊_	1										1	_		\downarrow	
<u>e</u> _											-	_		1	
7	l									1	1		1	1	
<u> </u>	(S) White (Non-Hispanic)								1		_		-		
<u> </u>	(6) Other/Unknown			_				_	1	1	1		1	\perp	
=	(7) TOTAL														
Jō (OD Form 2509 Reverse, DEC 87	erse, DE	C 8.7					•	1-6						

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL DD-FMEP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

خ			2. DOD COMPONE	OMPONENT	NT/SUBCOMPONENT	PONENT		3. SOURC	E AGENCY	NAVAL	3. SOURCE AGENCY NAVAL RESERVE FORCE	FORCE		
<u> </u>	FY 89 ASSESSMENT	SMENT	U. S. NAVAL		RESERVE			A. OFFICE HUMAN	RESOURC	E MANAG	•. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	CODE 009)B)	b. TELEPHONE NUMBER 504-948-5306
: S	4.4. SUBJECT ENLISTED (NON-F	(NON-PRIOR SERVICE	ERVICE)					b. CATEGORY RECRUITING	ORY					
	TBACKED	ş	Ž	MALE		9	FEM	FEMALE		7.	10	TOTAL		B. FOR OSD USE
	GROUPS	<	63	. S	D (OSD Use only)	4	8	(G + A)	D (OSD USe (Only)	4	6	(A.8)	Oso)	•
ε	American Indian/ Alaskan Native	57	9,182	.01		23	2,279	10.		08	11,461	.01		
≋_	Asian American/ Pacific Islander	207	9,182	.02		38	2,279	.02		245	245 11,461	.02		
<u>e</u>	Black (Non-Hispanic)	1,250	9,182	.14		7452	2,279	.20		1,702	1,702 11,461	.15		
€	Ніѕрапк	423	9,182	50°		711	2,279	50.		537	11,461	50°		٠
<u>s</u>	White (Non-Hispanic)	7,138	9,182	.78		1,633	2,279	.72		8,771	8,771 11,461	74.		\$ 0.00 P.
(9)	Other / Unknown	101	9,182	10.		61	2,279	.01		126	126 11,461	10.		·ìt
3	TOTAL	9,182	11,461	08.		2,279 11,461	11,461	.20		11,461 11,461	11,461	1.00		:
\$ E	9.4. THE NUMBERS IN COLUMN A ARE: NUMBER OF TRACKED GROUP ENTERING SERVICE	COLUMN A ED GROUI	ARE: P ENTERI	NG SERV	ICE			6. THE NUMBERS IN COLUMN B ARE: NUMBER OF MALE, FEMALE,	MBERS IN OF MALE	COLUMN E	ARE: E, OR T	OTAL EN	LISTED	IE: OR TOTAL ENLISTED ENTERING SERVICE
ŀ					****									

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
OBTAIN SUFFICIENT ACCESSIONS TO ATTAIN AND MAINTAIN DEMOGRAPHIC COMPOSITION GOALS. FOR FY 89 A GOAL OF 6.5% WAS
ESTABLISHED FOR HISPANIC ENLISTED ACCESSION. THE GOAL FOR WOMEN ENLISTED WAS TO ATTAIN SUFFICIENT NUMBERS TO REACH A COMPOSITION GOAL OF 15% IN FY 89.

11. ASSESSMENT
- FY 89 HISPANIC ACCESSIONS OF 5% FELL SHORT OF THE INTERIM GOAL OF 6.5%.

FY 89 WOMEN ACCESSIONS OF 20% FAR EXCEEDED THE INTERIM GOAL OF 15%.

ACCESSION RATES FOR ALL OTHER TRACKED GROUPS MET OR EXCEEDED THEIR RESPECTIVE COMPOSITION RATES.

. DATA FOR FY 88 COMBINES PRIOR AND NON-SERVICE ACCESSIONS.

- {															
A	į				PART II	I - DA	- DATA FROM PREVIOUS FISCAL TEANS	PREVIOL	IS FISCAL	L TEAKS					
1_	3	ACCECCASENT	ENT	ST TOT	BJECT STED RECE	PECRITTING				b. CATEGORY RECRUITING	ING				
		123632N)	1 231.151		9	FEMALE	ALE		7	1	TOTAL		9	FOR OSD USE
	GROUPS	4	8	C (A - 8)	D (050 use.	4	æ	C (A • 8)	D (OSD USE)	4	g.	C (A • B)	D (050 US)		
Ξ	Angerican Indian/	126	25,498	L		34	4,386	.01		160	29,884	.01			
3)	377	25,498	10.		44	4,386	.01		421	29,884	.01			
ĉ	Black (Non-Hispanic)	3,456	25	31.14		743	4,386	.17		4,199	29,884	.14			
3	Hispanic	1,059		3 .04		157	4,386	70.		1,216	29,884	.04			
5	White (Non-Hispanic)	20,019		8 . 79		3,338	4,386	.76		23,357	29,884	. 78			
<u>[</u>	1	461		L.		70	4,386	.02		531	29,884	.02			
3	TOTAL	25,498	29			4,386	29,884	.15		29,884	29,884	1.00			
	FY 87 ,	ASSESSMENT	IENT	4.a. SUBJEC ENLISTE		RECRUITING				b. CATEGORY RECRUITING	1				
\perp	43,33	٢	1	MALE		ف	FEMALE	ALE		7.	۲	TOTAL		œ.	FOR OSD USE
	GROUPS	4		0.4.0	D (050 Me)	4	8	C (A + B)	D (OSD USE)	A	8	C (A · B)	D (050 use)		
ξ.	144		NOT AVAI	AVAILABLE FO	FOR THIS	YEAR									
2	1	_													
8	1														
3	1														
<u>s</u>	White (Non-Hispanic)														
ê	ì	-													
5	TOTA[="-														
	86	ASSESSMENT	AENT	4.a. SUBJECT ENLISTED	١.	RECRUITING			,	RECRUITING	CTING				
1	43.77	<u> </u>	١	MALE		ف	FEN	FEMALE		7.	۲	TOTAL		æj_	FOR OSD USE
	GROUPS	4	8	C (A+B)	D (050 tae)	A	GC.	C (4.8)	D (OSD USE)	4	a l	(4.6)	D 1050 Me		
3	American Indiana Alaskan Native	DATA N	NOT AVA	AVAILABLE F	FOR THIS	YEAR									
3	Asian American/ Pacific Islander		_{							1	_				
<u> </u>											4				
<u> </u>	Hispanic				_								1		•
lā ļ	White (Non-Hispanic)									_	1	-			
7	Other/Unknown		_							1	1	-		1	
1~	7) TOTAL										_				
15	Som Jene Bear		DEC 87						1-8						

JD Form 2509 Reverse, DEC 87

DISTRIBUTION OF SELECTED RESERVISTS FORCES BY SERVICE, RANK, SEX, AND ETHNIC GROUP SEP,1349

NAVY RESERVE

COMMISSIONCD OFFICER

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LEGGAD:
AL A AFRICAN INDIAN
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DISTRIBUTION OF SLLECTED RESERVISTS FORCES BY SLRVICE, RAMK, SLV, AND ETHNIC GROUP SLP.1909

MAUY RESERVE

WARRANT OFFICER

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Legeno:

A1 = AIERICAN INDIAN AN = ALASKAR NATIVE PR = PAIRIC ISLANDER HISP = HISPANIC D = UNKHEM

DISTRIBUTION OF SELECTED RESERVISTS FURCES BY SERVICE, RANK, SEX, AND ETHNIC GROUP SEP.1949

NAUY RESERVE ENLISTED

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DISTRIBUTION OF SELECTED RESERVISTS FORCES BY SERVICE, RAIN, SLX, AND ETHNIC GROUP SLP, 1989

NAUY RESERVE

TUTAL PERSONNEL

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LEGIND :

AI = AMERICAN INDIAN AN = ALASKAN NATIVE AA = AAIAN PI = PACIFIC ISLANDER HISP = HISPANIC U = UNKNOWN

DISTRIBUTION OF SCLECT MESERVISTS FORCES OF SERVICE, RANK, SEX, AND ETHNIC GROUP SEP.1989

NAUY RESERVE Total Personnel

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LEGEND:
AI = AMERICAN INDIAN
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AN = ASIAN NATIVE
PI = PACIFIC ISLANDER
HISPA = HISPAIC
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ASSESSMENT
OPPORTUNITY
MILITARY EQUAL

PART I - DATA FROM CURRENT FISCAL YEAR

REPORT CONTROL SYMBOL DO:FMEP(A)1760

															ı
Ŀ			2. DOD C	2. DOD COMPONENT/SUBCOMPONENT	T/SUBCOM	ONENT		3. SOURCE	SOURCE AGENCY	NAVAL	NAVAL RESERVE FORCE	FORCE			
ű.	FY 89 ASSESSMENT	SMENT	u. s. ?	U. S. NAVAL RESERVE	SERVE			A. OFFICE HUMAN R	4. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	MANAGE	MENT (C	ODE 009	B)	b. Telephone Number 504-948-5306	ec
P.	PROMOTION TO 0-6	9						b. CATEGORY PROMOTIONS	ORY CONS						
	VBACKED.	<u>~</u>	Z	MALE		9	FEM	FEMALE		7.	TOTAL	LAL		B. FOR OSD USE	İ
	GROUPS	<	•	∪ 3	OSO)	4	8	(4 + 8)	(4,400) Q Q	4	8	(A + B)	D (OSD Une onely)	1	
ε	(1) American Indian/ Alaskan Native	1	3	.33		0	0	00		-	3	.33			
8	Asian American Pacific Islander	5	7	.71		2	3	.67		7	10	.70			
€	(3) Black (Non-Hispanic)	8	10	.80		0		00.		8	11	.73			
3	(4) Hispanic	2	3	79.		0	0	00.		2	3	.67		•	
(S)	(S) White (Non-Hispanic)	436	993	.44		17	27	.63		453	1020	7.		-	
(9)	(6) Other/Unknown	62	154	.40		11	16	69.		73	170	.43			i
3	(7) TOTAL	514	514 1170	77.		30	47	79.		244	1217	.45	;	:	

IN THIS CATEGORY EQUAL OPPORTUNITY REFERS TO AN LOUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY OR TO MEET THIS GOAL, ALL STATUTORY SELECTION BOARDS INCLUDE MINORITY REPRESENTATION AND RECEIVE SPECIFIC 10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S) THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL PROMOTION OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. DIRECTION IN THE PRECEPT FROM THE SECRETARY OF THE NAVY ON EQUAL OPPORTUNITY CONCERNS. GENDER.

NUMBER CONSIDERED FOR PROMOTION TO 0-6

NUMBER SELECTED FOR PROMOTION TO 0-6

LA THE NUMBERS IN COLUMN A ARE

b. THE NUMBERS IN COLUMN B ARE

- ASSESSMENT
 THE SMALL NUMBER OF MANY TRACKED MINORITY GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.
- AMERICAN INDIAN/ALASKAN NATIVE MALES AND BLACK FEMALES WERE SELECTED AT A LOWER RATE THAN THEIR GENDER COUNTERPARTS.
- ONLY AMERICAN INDIAN/ALASKAN NATIVE MEMBERS WERE SELECTED FOR PROMOTION AT A LOWER RATE THAN THAT OF THE OVERALL GROUP.
- ALL OTHER TRACKED MINORITY GROUPS AND WOMEN AS A GROUP ENJOYED HIGHER RATES OF SELECTION THAN THE OVERALL TOTAL GROUP.

	<u> </u>				PART	11 - DA	TA FROM	PREVIO	PART II - DATA FROM PREVIOUS FISCAL YEARS	L YEARS				
			1	Le SUBJE	Ę	4				b. CATEGORY	ORY			
- [ASSESSMEN	- 1	PROMOTION	3	9		FEMALE		2		TOTAL		8. FOR OSD USE
	TRACKED	4	a	C 14 - 83	D (050 use)	¥	8	C (A + B)	D (OSD use)	4	8	Cure	D (OSO USE)	
Ξ	American Indian	0	°			0	0	99		0	٥	9		
3		0	2			0	3	00.		0	80	%		
6	i .	2	4			0	0	.00		2	7	.50		
€	1	3	6	.33		0	0	.00		3	6	.33		
5	White (Non-Hisparic)	461	1,053	<u>L</u>		13	31	.42		474	1,084	77.		
9	1	35	77	.45		0	9	00.		35	83	.42		,
18	TOTAL	501	1,148	<u> </u>		13	07	.33		514	1,188	.43		
1	FY 87	ASSESSMENT	ENT	PROMO	JECT JT ION TO	9-0				b. CATEGORY PROMOTIONS	ORY			
1		7	l	MALE		٠	3	FEMALE		<u>,</u>		TOTAL		8. FOR OSD USE
	GROUPS	,		C 4.8	D (OSD use)	4		C (A.8)	D (050 use)	٨	60	C (A+B)	D (050 use)	
lΞ		<	NOT AVA		FOR THIS	YEAR								
€				1										
E	Black (Non-Hispanic)													
₹	1													
5	White (Non-Hispanic)													
9	1													
3	TOTAG							·						
	86	ASSESSMENT	N L	4.4. SUBJECT PROMOTION	ECT NOIT	9-0				b. CATEGORY PROMOTIONS	ORY			
١.		٤	1	MALE		9	٢	FEMALE		7.	ll	TOTAL		8. FOR OSD USE
	GROUPS	∀		C (A + 8)	D (OSD use)	₩	.	C (A.8)	D 1050 use)	A	5	C (A + B)	D (OSD USE)	
ε	Alaskan Native	DATA	NOT AVA	ALABLE	OR THI	YEAR								
€	1							_						
€														ŀ
€	1													
<u>6</u>	White (Non-Hispanic)													
E	Other / Unknown							 						
5	TOTAL													
12	00 Form 2509 Reverse, DEC 87	erse, DE(C 87						3-2					

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MILITARY EQUAL

REPORT CONTROL SYMBOL DD-FMEP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

=			2. DOD C	2. DOD COMPONENT/SUBCOMPONENT	T/SUBCOM	PONENT		3. SOURC	3. SOURCE AGENCY	NAVAL	RESERVE FORCE	FORCE		
<u>.</u>	FY 89 ASSESSMENT	MENT	U. S. NAVAL	_	RESERVE			. OFFICE HUMAN	RESOURC	E MANAG	EMENT (• OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	9B)	b. telephone number 504–948–5306
j a	PROMOTION TO 0-5	خ						b. CATEGORY PROMOTIONS	ORY ONS					
	TOACKED	Š	¥	MALE		.9	FEIV	FEMALE		7.	10	TOTAL		8. FOR OSD USE
	GROUPS	4	8	C (8+8)	D (OSD Use anly)	٧	8	(8 • V) C	D (OSD Use (Oshy)	4	8	(A.8)	0 (050 UNE 001/7)	
ε	American Indian/ Alaskan Native	3	5	09.		0	0	00.		3	5	09		
8	Asian American/ Pacific Islander	7	15	.47		2	2	1.00		6	17	.53		
(3)	Black (Non-Hispanic)	22	43	.51		2	3	.67		24	97	.52		
€	Hispanic	10	13	.77		1	3	.33		11	16	69.		
€	(S) White (Non-Hispanic)	700	1268	.55		. 65	115	.57		765	1383	.65		
(9)	Other / Unknown	145	289	.50		7	18	.39		152	307	.50		· ***
(3)	(7) TOTAL	887	′ 1633	.54		77	141	.55		964	1774	.54		:
6 Z	9.0 THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED FOR PROMOTION TO	OLUMN A	ARE: ROMOTION	N TO 0-5	5			b. THE NU NUMBER	CONSIDE	b. The NUMBERS IN COLUMN B ARE: NUMBER CONSIDERED FOR PRO	ARE: PROMOT	b. THE NUMBERS IN COLUMN B ARE: NUMBER CONSIDERED FOR PROMOTION TO 0-5	0-5	
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IN THIS CATEGORY EQUAL OPPORTUNITY, REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY OR GENDER. TO MEET THIS GOAL, ALL STATUTORY SELECTION BOARDS INCLUDE MINORITY REPRESENTATION AND RECEIVE SPECIFIC DIRECTION IN THE PRECEPT FROM THE SECRETARY OF THE NAVY ON EQUAL OPPORTUNITY CONCERNS. IN. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL PROMOTION OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL.

- 11. ASSESSMENT
 THE SMALL NUMBER OF MANY TRACKED MINORITY GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.
- BLACK AND ASIAN AMERICAN/PACIFIC ISLANDER MALES WERE SELECTED AT A LESSER FRENQUENCY THAN THE OVERALL MALE RATE.
- HISPANIC FEMALES WERE SELECTED AT A LESSER FRENQUENCY THAN THE OVERALL FEMALE RATE.
- TOTAL BLACK AND ASIAN AMERICAN/PACIFIC ISLAND SELECTION RATES DID NOT MEET THE TOTAL OVERALL RATE.
- ALL OTHER TRACKED MINORITY GROUPS AND WOMEN AS A GROUP ENJOYED HIGHER RATES OF SELECTION THAN THE TOTAL OVERALL GROUP.

					PART	II - DAT	A FROM	PREVIOU	PART II - DATA FROM PREVIOUS FISCAL YEARS	. YEARS				İ	
				4.a. SUBJE	DECT	2				b. CATEGORY PROMOTIONS	ORY				
ξ	88	ASSESSMENT	ı	Ž	OLIONS IO		S LABASS	918		1	1	TOTAL		9	FOR OSD USE
TRACKED		S	Ž	MALE	D (OSD use)	V	8	(B+N)	D (OSD use)	A	æ	C (A+B)	D (oso use)		
(1) Argencan Indian	Indian	-	7	╀		0	0	00.		1	4	.25			
(2) Asian American	erican/	, 5	8	╄-		1	1	1.00		9	6	.67			
(3) Black	ander	14	78	1_		-	2	.50		15	30	.50			
(4) Hispanic		-	6	.11		0	0	.00		1	6	.11			
1		441	832	1_		29	51	.57		470	883	.53			
(6) Other/Unknown	nk nown	09	123	67.		5	10	.50		65	133	67.			
		521	1,004	.52		36	79	•56		558	1,068	.52			
				4.a. SUBJE	BJECT					b. CATEGORY	ORY				
FY 87		ASSESSMENT	ENT	PROMOT	OT NOITC	0-5				PROMOT TONS	- 1			١	3311 030 403
		_	l	MALE		ڧ	FEA	FEMALE		7.	- }	TOTAL		<u>.</u>	FUR USU USE
GROUPS	3 %	, ,	8	C (A + 8)	D (OSD use)	A	æ	C (A+B)	D (OSD use)	4	a	C (A + B)	D (050 use)		
(1) American Indian/	/ueibul r	1 -	NDT AVAI	LABLE	FOR THIS	YEAR									
(2) Asian American/	nerican/														
(3) Black (Non-Hispanic)	lander Danic)														
(4) Hispanic															
(5) White (Non-Hispanic)	panic														
(6) Other/Unknown	nknown														
				_											
•				4.a. SUBJECT	FCT					b. CATEGORY	SORY				
٠ و٠	98	ASSESSMENT	1ENT	PROMOTION	TION TO	05				PROMOTIONS				٩	FOR OSD USE
		2	ł	MALE		9	<u></u>	FEMALE		<u>.</u>		TOTAL		_	
GROUPS	<u>ج</u> ا	4	8	C (A+8)	D (OSD use)	٨	8	(A . 0)	D (OSD use)	4		2	O (O)D Ole		
(1) American India	American Indian	DATA NO	I	AVAILABLE F	FOR THIS	YEAR									
(2) Asian Ar	Asian American									_		1			
(3) Black (Non-Hispanic)	spanic)										1	1	1	1	<u> </u>
(4) Hispanic													1		
(5) White (Non-Hispanic)	spanic)										1	1	1	_	
(6) Other /L	Other / Unknown									1	\downarrow	1	1	_	
(7) TOTAL								_				_			
DO Form 2509 Reverse, DEC 87	1509 Rev	erse, DE	687						3-4						

		MILI.	MILITARY		EQUAL OPPORTUNITY ASSESSMENT	PPOI	STUN	ITY /	ASSE	SME	NT			REPORT CONTROL SYMB DD-FM&P(A)1760
					PAF	TI. DA	TA FROM	CURREN	PART I - DATA FROM CURRENT FISCAL YEAR	YEAR				·
٥			2. 000 0	OMPONEN	COMPONENT / SUBCOMPONENT	PONENT		3. SOURC	3. SOURCE AGENCY NAVAL RESERVE FORCE	NAVAL	RESERVE	FORCE		
<u> </u>	FY 89 ASSESSMENT	SMENT	U.S.	NAVAL RESERVE	ESERVE			A. OFFICE HUMAN	RESOURCE	MANAG	EMENT (# OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	9B)	504-948-5306
15	4.a. Subject Advancement to E-9	6-3						b. CATEGORY PROMOTIONS	ONS					
L	TRACKED	5.	W	ALE		9	FEM	FEMALE		7.	10	TOTAL		8. FOR OSD USE
	GROUPS	4	8	C (A+8)	D (OSD Use only)	A	8	(A + B)	D (OSD USE Only)	∢	8	(A + 8)	D (OSD Use	
ε	(1) American Indian/ Alaskan Native									2	2	1.00		1
3	(2) Asian American/ Pacific Islander									. 5	10	.50		·
6	(3) Black (Non-Hispanic)									6	13	69.		·
€	(4) Hispanic									7	8	.50		,
(S)	(5) White (Non-Hispanic)									630	630 4,548	.14		
		1												

1BOL

IN THIS CATEGORY ETHNICITY, OR 10. STATEMENT OF SERVICE, COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL ADVANCEMENT OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL.
EQUAL OPPORTUNITY REFERS TO AN IQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, GENDER.

B. THE NUMBERS IN COLUMN B ARE: NUMBER CONSIDERED FOR ADVANCEMENT TO E-9

00.

0

.14

650 4,581

.31

13

4

.14

4,568

979

(7) TOTAL

(6) Other/Unknown

9.9. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED FOR ADVANCEMENT TO E-9

- ASSESSMENT
 SELECTION BOARD DATA MAINTAINED, BY COMMANDER, NAVAL MILITARY PERSONNEL COMMAND DID NOT CONTAIN SPECIFIC GENDER AND ETINIC IDENTITY DURING FY 89. THIS DATA WILL BE AVAILABLE FOR FY 90 ASSESSMENT. = .
- ALL TRACKED MINORITY GROUPS WERE SELECTED FOR ADVANCEMENT AT A RATE SIGNIFICANTLY HIGHER THAN THE OVERALL RATE. 1
- THIS IS THE FIRST YEAR SEPARATE DATA WAS AVAILABLE FOR E-9 ADVANCEMENT.

FV 88	ASSESSMENT	ENT	A.a. SUBJECT ADVANCEMENT	NCEMENT TO	0 E-8/E-9	6-			b. CATEGORY PROMOTIONS	ORY				
TRACKED	5.	W.	MALE		6.	FEM	FEMALE		7.	70	TOTAL		B. FOR OSD USE	O USE
GROUPS	٨	9	C (A+0)	D (OSU USE)	Ą	В	C (A+6)	D (OSO USE)	4	В	C (A+B)	D (OSD use)		
American Indian/ Alaskan Native									0	0	.00			
Asian American/ Pacific Islander									7	36	.19			
Black (Non-Hispanic)									6	43	.21			
Hispanic									5	37	.14		i	
White (Non-Hispanic)						;			-	-	-			
Other / Unknown									427	3,623	.12			
TOTAL '	077	3,666	.12		8	73	.11		448		.12			
	ASSESSM	ENT	A.a. SUBJ	R.N.T		6-			b. CATEG	ORY				
	2	1	 				ALE		7.	1	TAL		B. FOR OSD USE	35
GROUPS	A	8	C (A.8)	$\overline{}$	V	В	C (A+B)	D (OSD use)	A	В	C (A+B)	D (OSO use)		
American Indian/ Alaskan Native									0	1	.00			
Asian American Pacific Islander									8	40	. 20			
Black (Non-Hispanic)								·	19	104	.18			Ì
Hispanic		/							4	7	.57	·		
White (Non-t ispanic)								·	1		-			
Other I Jaknowa									713	4,847	.15			
TOTAC	. 725	4,906	.15		61	93	.20		744		.15		:	
FY 36 /	ASSESSM	ENT	4.a. SUBJ ADVANC	ENT		ف			b. CATEGO PROMOT	ORY IONS				
TRACKED	5	Ž	1		ڧ	FEN	IALE		7.	10	TAL		8. FOR OSD USE	nse.
GROUPS	A	8	C (A +B)	D (OSD use)	A	8	C (A+B)	D (OSD use)	A	8	C (A+B)	D (OSD use)		
merican Indian/ laskan Native									1	4	.25			
sian American/ scriic Islander									7	36	19			
Black (Non-Hispanic)									. 12	72	.17			
Hispanic									13	39	.33		• •	
White (Non-Hispanic)											1			
Other / Unknown									. 609	5,306	.11			
TOTAL	632	5,387	.12		10	70	71.		642	2	.12			
(3.6) 医水子 (3.5) 医 () () () () () " (Asian American Asian American Black (Mon-Hispanic) Hispanic White (Mon-Hispanic) Other / Unknown TOTAL FY 87 TRACKED GROUPS American Indian/ Asian American Sarike Islander Black (Mon-Hispanic) Hispanic White FY 86 TRACKED GROUPS American Indian/ American India	the first stander spanic for-Hispanic) The full fine for-Hispanic) The full fine for-Hispanic) TRACKED State of the first stander stan American Indian for-Hispanic) TRACKED State of the first stander for-Hispanic) TRACKED TRACKED State of the first stander for-Hispanic) The first stander for-Hispanic) TRACKED TRACKED State of the first stander for-Hispanic) TRACKED ASSESSMENT 5. A B ASSESSMENT 5. A B ASSESSMENT 5. A B 632 5,38 632 5,38 rerse, DEC 87	3,666 4,906 4,906 8 MAI 8 8 87	3,666 .12 ENT ADVANCEMENT MALE B C (A+8) D (OSOUNE B C (A+8) D [OSOUNE B C (A+8) ADVANCEMENT ANLE B C (A+8) D [OSOUNE S, 387 .12	3,666 .12 ENT ADVANCEMENT TO MALE 6 C (4.4) D (000 acc) 6 A.a. SUBJECT A.a. SUBJECT A.a. SUBJECT A.a. SUBJECT 6 C (4.4) D (000 acc) 8 C (4.4) D (000 ac	3,666 .12 8 MALE ADVANCEMENT TO E-8/E-9 MALE CT. 8 19 9 4,906 .15 19 9 MALE G. 8 6. 8 MALE G. 8 6. 8 S,387 .12 10 7	3,666 .12 8 73 MALE ADVANCEMENT TO E-8/E-9 MALE B CA+81 D(050 me) A B B 4,906 .15 19 93 A.a. SUBJECT A.a. SUB	3,666 .12 8 73 .11 Short And Subject Catal Diosous: A 2006 .15	3,66612	3,666 .12	3,666 .12 8 73 .11 4448 3,739 3,666 .12 8 73 .11 4448 3,739 8 C α.ι.β Diopomer A B C α.ι.β Diopomer A B 4,999 1 A. S.UBIECT A. S.UBIECT A. S.UBIECT A. S.UBIECT A. S.UBIECT A. S.UBIECT B. C α.ι.β Diopomer A B C α.ι.β Diopomer A B 40 1 4,906 .15	Sign 1.12	3,666 .12 8 73 .11 448 3,739 .12 14 15 19 14 15 14 15 14 15 15 14 15	

MILITARY EQUAL OPPORTUNITY ASSESSMENT

REPORT CONTROL SYMBOL DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

<u>-</u>			2. DOD COMPONE	OMPONEN	INT/SUBCOMPONENT	PONENT	-	3. SOURC	SOURCE AGENCY	NAVAL RESERVE FORCE	RESERVE	FORCE		
<u>i.</u>	FY 89 ASSESSMENT	MENT	U. S. NAVAL		RESERVE			A. OFFICE HUMAN	RESOURC	E MANAG	EMENT (* OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)		504-948-5306
3 2	4.a. SUBJECT PROMOTION TO 0-4	4						b. CATEGORY PROMOTIONS	ory Ions					
	TBACKED	ان ا	ž	MALE		9	FEN	FEMALE		7.	10	TOTAL		8. FOR OSD USE
	GROUPS	4	8	ς γ••	D (OSD Use anly)	4	8	C (A+8)	D (OSO USO only)	٧	8	(A - B)	D (OSD UN OMY)	
ε	American Indian/ Alaskan Native	2	2	1.00		3	3	1.00		5	5	1.00		
2	Asian American/ Pacific Islander	21	28	.75		1	4	.25		. 22	32	69.		
€	Black (Non-Hispanic)	36	99	79.		12	15	.80		87	71	89.		
€	Hispanic	10	17	.59		3	4	.75		13	21	.62		
(S)	(5) White (Non-Hispanic)	1194	1683	.71		188	261	.72		1382	1944	.71		
(9)	Other / Unknown	357	460	.78		57	99	.86		414	526	. 79		- 11
3	(7) TOTAL	1620	, 2246	.72		264	353	.75		1884	2599	.72		:
NU	9. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED FOR PROMOTION TO 0-	OLUMN A FOR PR	ARE: OMOTION	TO 0-4			·	b. The NU NUMBER	MBERS IN	b. The numbers in column B Are: NUMBER CONSIDERED FOR PRO	ARE: PROMOT	b. The numbers in column B are: Number considered for promotion to 0-4	0-4	ï

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL PROMOTION OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATEGORY EQUAL OPPORTUNITY, REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY OR GENDER. TO MEET THIS GOAL, ALL STATUTORY SELECTION BOARDS INCLUDE MINORITY REPRESENTATION AND RECEIVE SPECIFIC DIRECTION IN THE PRECEPT FROM THE SECRETARY OF THE NAVY ON RQUAL OPPORTUNITY CONCERNS. 11. ASSESSMENT
- THE SMALL NUMBER OF MANY TRACKED MINORITY GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.

- BLACK AND HISPANIC MALES WERE SELECTED AT A LESSER FREQUENCY THAN THE OVERAL! MALE RATE.
- OVERALL RATES OF SELECTION WERE NOT MET OR EXCEEDED BY BLACKS, HISPANICS, OR ASIAN AMERICANS/PACIFIC ISLANDERS.
- . WOMEN AS A GROUP WERE SELECTED AT A HIGHER FREQUENCY THAN MEN.

					PART	PART II - DATA FROM PREVIOUS FISCAL YEARS	A FROM	PREVIOU	IS FISCAL	YEARS					
1 3	8	ACCECMENT	FR	4.a. SUBJECT PROMOTION	ion to 0	7-				b. CATEGORY PROMOTIONS	ORY ONS				
	90	235535111	١	MAIF		و	E	FEMALE		, '	10	TOTAL		<u></u>	FOR OSD USE
	TRACKED GROUPS	4	8	C (A+B)	D (OSD We)	4	8	C (A + B)	D (OSD use)	A	æ	C (A+B)	D (OSD USE)		
(E)	American Indian/	0	0	↓		-1	-	1.00		1	-	1.00			
(S)	Asian American	11	14	62.		1	2	.50		12	16	.75			
(6)	Black (Non-Hispanic)	20	36	.56		5	7	.71		25	43	.58			
(a)	Hispanic	8	6	.89		5	7	17.		13	16	.81			
(S) W	White (Non-Hispanic)	755	1,077	L		162	194	.84		917	1,271	.72			
(9)	Other / Unknown	131		79.		14	14	1.00		145	210	69.			
(S)	TOTAL '	925	1,332			188	225	.84		1,113	1,557	.71			
} ≿	87	ASSESSMENT	ENT	4.a. SUBJECT PROMOTION	0 <u>T</u>	0-4				b. CATEGORY PROMOTIONS					
		١	1	MANIE		و	FEE	FEMALE		7.	7(TOTAL		æ i	FOR OSD USE
	TRACKED	4	8	C (4.8)	D (OSD use)	4	В	C (A+8)	D (OSD use)	٨	æ	C (A+B)	D (OSD use)		
(1) A	American Indian/	1 -	NOT AVAI	1 1	DR THIS	YEAR									
(2) P. As	Asian American/														
(3)	Black (Non-Hispanic)														
(A)	Hispanic														
(S)	White (Non-Hispanic)														
O (9)	Other / Unknown	9													
5	TOTAL													_	
	78	ACCECCIMENT	FNT	4.a. SUBJECT	JBJECT	7-0				b. CATEGORY PROMOTIONS	ORY				
	20		1	FROM		٥	15	FEMALE		7.		TOTAL		só .	FOR OSD USE
	TRACKED	4	8	C.A.8)	D (050 use)	++	8	C (A + 8)	D (OSD use)	٨	8	C (A+B)	O (050 use)		
₹ €	American Indian/ Alaskan Native	DATA	NOT AVA	AVAILABLE	FOP. THIS	YEAR									
	Asian American/ Pacific Islander											_		1	
(E)	Black (Non-Hispanic)													1	
<u>e</u> I	Hispanic												1	1	
(5)	White (Non-Hispanic)							_				_		_	
5	Other / Unknown				_							_		1	
:) TOTAL	OTAL													_	
OS F	Do Form 2509 Reverse, DEC 87	erse, DE(87						3-6						

ASSESSMENT
OPPORTUNITY ,
LITARY EQUAL
MILITARY

REPORT CONTROL SYMBOL DD-FM&P(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

. .		2. DOD C	OMPONEN	2. DOD COMPONENT/SUBCOMPONENT	PONENT		3. SOURCE	SOURCE AGENCY	NAVAL	NAVAL RESERVE FORCE	: FORCE			1
FY 89 ASSESSMENT	SMENT	U. S. NAVAI	. 1	RESERVE			A. OFFICE HUMAN R	ESOURCE	A OFFICE HANAGEMENT (CODE 009B)	MENT (C	ODE 005	B)	b. TELEPHONE NUMBER 504-948-5306	
ADVANCEMENT TO E-8) E-8						b. CATEGORY PROMOTIONS	ORY TONS						
TRACKED	5.	¥	MALE		9	FEN	FEMALE		7.	TOTAL	TA!		8. FOR OSD USE	Γ
GROUPS	4	8	(A+8)	D (OSD USE only)	4	8	(8 + V)	D (OSD USE only)	٧	65	(g • • ₹	D (OSD USE only)	~	
(1) American Indian/ Alaskan Native									12	19	.63		í	
(2) Asian American/ Pacific Islander									. 2	30	.07			
(3) Black (Non-Hispanic)					·				10	78	.13			
(4) Hispanic									9	7.0	.15		•	
(S) White (Non-Hispanic)									445	3,611	.12		V 17 W	
(6) Other/Unknown									0	0	00.		· · · W	
(7) TOTAL	677	449 3,642	.12		26	136	.19		475	3,778	.13		:	
9.8. THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED FOR ADVANCEMENT	COLUMN A ED FOR	ARE:		TO E-8			b. THE NU NUMBER	MBERS IN C	b. THE NUMBERS IN COLUMN B ARE: NUMBER CONSIDERED FOR ADVANCEMENT TO E-8	ARE: ADVANC	EMENT 1	0 E-8	. 31	

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL ADVANCEMENT OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATEGORY
EQUAL OPPORTUNITY REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY, OR
GENDER.

- SELECTION BOARD DATA MAINTAINED BY COMMANDER, NAVAL MILITARY PERSONNEL COMMAND DID NOT CONTAIN SPECIFIC GENDER AND ETHNIC IDENTITY DURING FY 89. THIS DATA WILL BE AVAILABLE FOR FY 90 ASSESSMENT. ASSESSMENT SELECTION BOARD DATA MAINTAINED BY COMMANDER,
- THIS IS NOT CONSIDERED SELECTION RATE FOR ASIAN AMERICAN/PACIFIC ISLANDER WAS 6% SHORT OF THE OVERALL RATE. STATISTICALLY SIGNIFICANT DUE TO THE SMALL NUMBER INVOLVED.
- THIS IS THE FIRST YEAR SEPARATE DATA WAS AVAILABLE FOR E-8 ADVANCEMENT.

ALL OTHER TRACKED GROUPS MET OR EXCEEDED THE SELECTION RATE OF THE OVERALL GROUP.

· 282/379

BBB A North and Indianal Indiana Indian	7 36 .19	9 ;		0	8 C (x+x) D (xx) D (xx) D (xx)	C (A+B) D (OSD Use) A B C (A+B)	(1,4,6) D (050 ust)	7. IOIAL	FEMALE 7. TOTAL 8.	ADVANCEMENT TO E-8/E-9	A.S. SUBJECT ADVANCEMENT TO E-8/E-9	A.S. JUBILLI ADVANCEMENT TO E-8/E-9	ADVANCEMENT TO E-8/E-9	ADVANCEMENT TO E-8/E-9	ADVANCEMENT TO E-8/E-9	ADVANCEMENT TO COLUMN TO TOTAL	MALE 6 FEMALE 7. TOTAL 8.	6. FEMALE 7.	D. TEWALE	(4 + 6)	B CAA-B Diosoure A B CAA-B Diosoure A B CAA-B	B C(A+B) D(OSDuty) A D CAPE		7		36	36	7	0 643 .21		5 37 .14			427 3.623 .12	73/17	448 3,739 .12	200.000	4.a. SUBJECT	ADVANCEMENT TO E-07 E-7	MALE 6. FEMALE		, 00 1 00 ,	8 70 20	19 104 18	4 7 .57		1,0	7	. 725 4,906 .15 19 93 .20 744 4,999 .15	4.a. SUBJECT	ADVANCEMENT TO E-8/E-9	MALE 6. FEMALE 1. C. C. A B C (A.18) D (OSDUR!)		1 4 25	7 36 19	 13 39 .33		609 5,306 .11	632 5.387 .12 10 70 .14 642 5,457 .12
ASSESSMEN 4440 ASSESSME S. A. S. E. S. S. M.		-		-	\dagger	П		MALE	1	·	<u> </u>	<u> </u>	<u> </u>	·		1		MALE	MALE	MALE	1	1			1					1		1		-	1		Ŀ	<u>`</u>	1	MALE	7		-		-		1	_		T		MALE	1				1		5.387
1 (CKED OUPS) WEEL Americant stander		 		-	A			5	ASSESSIME	ASSESSMEN	ACCECCAMEN	ACCECCIMEN	ASSESSMEN	ASSESSMEN	ASSESSMEN	ASSESSMEN		1	s.	5		4	-		-	-	_					1					_		ASSESSIME	5.	٧		+				1		. 725	1	ASSESSME	5.	Ц	,					633
FY 8 TRACKE GROUP TRACKE GROUP TRACKE TRAC	Asian American	American Indian/ Alaskan Native	American Indian/	American Indian/	GROUPS	GROUPS	TRACKED	TOACKEN	00					-	-	-	00	037740	TRACKED	TRACKED	GROUPS	GROUPS	Jacobal activada	American Indian/	Alaskan Native	700000000000000000000000000000000000000	Asian American!	Pacific Islander	Black	(Non-Hispanic)	N.CO.	madenu	White	(Mul-market)	Other / Unknown	TOTAL		:	: 1	TRACKED	GROUPS	American Indian					1	Other / Unknown	TOTAG		FY 86	TRACKED	GROUPS					(6) Other/Unknown	() TOTAL

	MILI	MILITARY EQ	EQL	UAL OPPORTUNITY ASSESSMENT	OPPO	RTUN	IITY /	ASSE!	SSME	NT			REPORT CONTROL SYMBOL DD-FM&P(A)1760
				PA	RT 1 - DA	TA FROM	A CURRE	PART I - DATA FROM CURRENT FISCAL YEAR	L YEAR				
1		2. DOD C	OMPONEN	2. DOD COMPONENT/SUBCOMPONENT	PONENT		3. SOURC	3. SOURCE AGENCY NAVAL		RESERVE FORCE	FORCE		
FY 89 ASSES	ASSESSMENT	U. S. NAVAL		RESERVE			a. OFFICE	GOFFICE HIMAN RESOLIBLE MANAGEMENT (CODE 009R)	T MANAC	FMENT (CODE DO		b. TELEPHONE NUMBER 504-948-5306
							NI CHILDIN	NESSON	THE PERSON	LILLIN T	7000		2222
4.a. SUBJECT							b. CATEGORY	ORY					
ADVANCEMENT TO E-7	E-7						PROMOTIONS	LONS					
TRACKED	5.	Ž	MALE		9	FEA	FEMALE		7.	10	TOTAL		8. FOR OSD USE
GROUPS	∢	62) (3	D (QSD USe only)	∢	80	∪ %	OSO UN	4	æ	(8 · V)	D (Awo	
(1) American Indian/ A:askan Native									7	20	.20		•
(2) Asian American/ Pacific Islander									37	147	.25		
(3) Black (Non-Hispanic)					·				84	314	.27		
(4) Hispanic									57	113	07.		
(S) White (Non-Hispanic)									1,656	6,276	.26		8 - 8 B
(6) Other/Unknown									0	0	00.		· ii
(7) TOTAL	1,659	6,294	.26		177	576	.31		1,826	6,870	.27		:
9.4 THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED FOR ADVANCEMENT TO	COLUMN A	ARE:		E-7.			b. THE NU NUMBER	b. The numbers in column B Are. Number considered for Advancement to E-7	CCLUMN B	ARE	EMENT 1	.0 E-7	÷
10. STATEMENT OF SERVICE / COMPONENT AFFIRMATIVE ACTION(S)	RVICE / CON	APONENT A	FFIRMATIV	E ACTION(S	t) A TAY A M.C.	NENT O	NITHEODE	TTV TOP	VAN 1 TA	ANYANCEMENT OPPOPUTIVITY FOR ALL NAVAL RESERVE PERSONNET	and and.	CONNET	IN THIS CATEGORY

THE NAVAL RESERVE'S GOAL IS TO ENSURE EQUAL ADVANCEMENT OPPORTUNITY FOR ALL NAVAL RESERVE PERSONNEL. IN THIS CATECORY EQUAL OPPORTUNITY, REFERS TO AN EQUAL CHANCE FOR PROMOTION FOR ALL SERVICE MEMBERS REGARDLESS OF RACE, ETHNICITY, OR GENDER.

- 11. ASSESSMENT

 SELECTION BOARD DATA MAINTAINED BY COMMANDER, NAVAL MILITARY PERSONNEL COMMAND DID NOT CONTAIN SPECIFIC GENDER AND
 ETHNIC IDENTITY DURING FY 89. THIS DATA WILL BE AVAILABLE FOR FY 90 ASSESSMENT.
- THIS IS NOT CONSIDERED SELECTION RATE FOR AMERICAN INDIAN/ALASKAN NATIVE WAS 7% SHORT OF THE OVERALL RATE. STATISTICALLY SIGNIFICANT DUE TO THE SMALL NUMBER INVOLVED. ı
- BLACKS ACHIEVED THE SAME ADVANCEMENT WOMEN AND HISPANICS ENJOYED HIGHER RATES OF SELECTION THAN THE OVERALL GROUP. RATE AS THE OVERALL GROUP.
 - THE DRAMATIC INCREASE IN THE RAW NUMBERS OF MINORITIES CONSIDERED AND SELECTED IS EVIDENCE OF THE SUCCESS OF HIGH YEAR TENURE IN THE NAVAL RESERVE.

					a raya	147	A EBOM	PREVIO	DATA EBOM BREVIOUS BISCAL VEARS	VEARS					
	•				- 1						200				
		ASSESSMENT	FNT	4.a. SUBJECT	ECT EMENT TO	F-7				B. CATEGORY PROMOTIONS	ORY				
	00	Ž	1	MALE		ا	FEMALE	ALE		,	i	TOTAL		99	FOR OSD USE
	GROUPS	∀	60	C (A . B)	D (OSD use)	٨	82	C (A+8)	D (OSD use)	4	8	C (A+B)	D (050 use)		
Ξ	American Indian/									0	8	00.			
€	Asian American									14	104	.13			
6	Black (Non-Hispapic)									27	156	.17			
€	Hispanic									23	79	.36			
<u>s</u>	White (Non-Hispanic)									-	'	•			
<u>@</u>	Other / Unknown									558	4,472	.12		•	
3	TOTAL .	549	4,505	.12		73	295	.25		622	4,804	.13			
		ASSESSMENT	ENT	4.a. SUBJECT ADVANCEMENT	ENT	TO E-7				b. CATEGORY PROMOTIONS	ORY IONS				
	1	٢	1	MALE			FEM	FEMALE		7.		TOTAL		B. F	FOR OSD USE
	GROUPS	4	8	C (A - 8)	D (OSD use)	4	8	C (A . B)	D (OSD use)	٨	8	C (A+8)	D (OSD USE)		
ε	American Indian									2	8	.25			
€	Asian American/									28	101	.28			
E	Black (Non-Hispunic)									54	180	.30			
€	Hispanic									7	38	.18			
2	White (Non-Hispanic)									1	-	_			
<u>e</u>	Other / Unknown	-					·			1,334	5,930	.23			ļ
3	TOTAG	1,323	5,926	.22		102	331	.31		1,425	6,257	.23		1	
			<u>ן</u>	4.a. SUBJECT						b. CATEGORY	ORY				
\cdot		ASSESSMENT	-	ADVANCEMENT	EMENT TO	1 4	13	FEMALE		7.	1	TOTAL			FOR OSD USE
	TRACKED GROUPS	٨	æ	C (A : 8)	D (OSD use)	4	65	(8·1) U (4·8)	D (OSD use)	¥	8	C (A+B)	D (OSD use)		
ε	America "dian									0	1	90.			
€	, postal									20	82	-24			
î	Black (Non-Hispanic)									29	100	.29			
3	Hispanic									4	18	.22			
6	White (Non-Hispanic)									,	-				
<u>e</u>	Other / Unknown									1.324	5,694	.23			
15	TOTAL	1,291	5,606	5 .23		86	289	.30		1,377	5,895	.23			
!	Form 2509 Reverse. DEC 87	erse. DEC	8					3	-12			ı			

Form 2509 Reverse, DEC 87

3-12

	MILI	MILITARY EQI	EQL	JAL C)PPO	RTUN	IITY /	ASSE	UAL OPPORTUNITY ASSESSMENT	TN			REPORT CONTROL SYMBOL DO-FMEP(A)1760	H SYMBOL)1760
				PA	PART I - DATA FROM CURRENT FISCAL YEAR	TA FROM	A CURRE	UT FISCA	L YEAR					
1.		2. DOD C	OMPONEN	2. DOD COMPONENT/SUBCOMPONENT	PONENT		3. SOURC	E AGENCY	3. SOURCE AGENCY NAVAL RESERVE FORCE	RESERVE	FORCE			
FY 89 ASSES	ASSESSMENT	u. s.	U. S. NAVAL	RESERVE			• OFFICE HUMAN	RESOURC	• OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	MENT (SODE 009)B)	b. TELEPHONE NUMBER 504-948-5306	MBER
OFFICER SERVICE SCHOOLS	Е ЅСНООГ	ν,			·		b. CATEG PROFES	ORY SIONAL 1	b. CATEGORY PROFESSIONAL MILITARY EDUCATION	Z EDUCA	LION			
TRACKED	ج ح	Σ	MALE		9	FER	FEMALE		7.	10	TOTAL		8. FOR OSD USE	use
GROUPS	∢	•	∪ 3 \$	D (OSD Use (Veno	٧	8	(8 + 16) U	OSO)	∢	65	#•N	0 (Apro 0 (Apro		
(1) American Indian/ Alaskan Native														
(2) Asian American/ Pacific Islander									•					
(3) Black (Non-Hispanic)														
(4) Hispanic													·	
(S) White (Non-Hispanic)											7		•	
(6) Other/Unknown														я.
(7) TOTAL	398	574	69.		14	15	66.		412	689	.70			
9.4 THE NUMBERS IN COLUMN A ARE: NUMBER SELECTED FOR OFFICER SERVICE	COLUMN A D FOR OF	ARE: FICER S	i	SCHOOLS			b. The NU NUMBER	APPLIE	6. THE NUMBERS IN COLUMN B ARE: NUMBER APPLIED FOR OFFICER SCHOOLS	ARE:	SCHOOLS		Ĭ	
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)	ERVICE/CON	APONENT A	FFIRMATIV	E ACTION(S	10.00		401	022044	11,000	A 4 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	PA OTTOR	01 101	4 1 1 1 1 1 1 1	2000000

THE COAL OF THE NAVAL RESERVE IS TO ENSURE EQUAL OPPORTUNITY FOR PROFESSIONAL MILITARY EDUCATION FOR ALL NAVAL RESERVE PERSONNEL. OFFICER SERVICE SCHOOLS SELECTION OPPORTUNITES ARE ASSESSED FOR SELECTION TO NATIONAL DEFENSE UNIVERSITY, NAVY WAR COLLEGE, AIR UNIVERSITY, ARMED FORCES STAFF COLLEGE AND ARMY WAR COLLEGE. SELECTION IS BASED ON ACADEMIC QUALIFICATIONS AND PROFESSIONAL PERFORMANCE.

- DATA WILL BE AVAILABLE FOR FY 90. 11. ASSESSMENT - ETHNIC IDENTITY WAS INCOMPLETE FOR FY 89 ASSESSMENT.
- WOMEN WERE SELECTED AT A HIGHER RATE THAN MALE.
- ALTHOUGH WOMEN COMPRISE 7.7% OF PAY GRADES 0-4, 0-5, AND 0-6 THEY SUBMITTED ONLY 2.5% OF THE APPLICATIONS FOR SERVICE SCHOOLS.

	:				PART II	II - DAT	A FROM	- DATA FROM PREVIOUS FISCAL YEARS	IS FISCAL	YEARS						
	6V 88	ASSESSMENT		4.8 SUBJECT OFFICER 3	CT R SERVICE	CE SCHOOLS	JLS			b. CATEGORY PROFESSIONAL	SIONAL P	MILITARY	EDUCA LION	NOI		
ł			2	MAIS		ف ا	E	FEMALE		7	Ţ	TOTAL			FOR OSD USE	
	GROUPS	4	65	C (A+8)	D (OSD use)	4	8	C (A+B)	D (OSD USE)	4	8	C (A+8)	D (OSD UNE)			
ε	American Indian/ Alaskan Native															T
\bar{z}	Asian American/ Pacific Islander															\top
ē	Black (Non-Hispanic)															\top
€	Hispanic															
<u>s</u>	White (Non-Mispanic)															T
હ	Other / Unknown															
3	TOTAL	398				18				416	1,040	.40				\neg
	FY 87	ASSESSMENT	ENT	4.4 SUBJI	BIECT SER SERVICE	CE SCHOOLS	OLS			b. CATEG PROFES	ORY SIONAL	b. CATEGORY PROFESSIONAL MILITARY	Y EDUCATION	- 1		
	03/25	5	l	MALE		ف		FEMALE		7.	10	TOTAL			FOR OSD USE	
	GROUPS	4	-	C (A+B)	D (OSD use)	4	8	C (A + B)	D (oso use)	4	8	C (A+B)	D (OSO USE)			
ε	American Indian/	۱ ـ	NOT AVAIL	ABLE	FOR THIS	YE							``			
€	1									,						
6	Black (Non-Hispanic)															
€	1															\sqcap
છ	White (Mon-Hispanic)								·							T
<u>@</u>	Other / Unknown															T
ε	TOTAL															\neg
<u>L:</u>	FY 86 /	ASSESSMENT	ENT	4.a. SUBJ OFFICE	BJECT CER SERVICE	CE SCHOOLS	STO			PROFES	SIONAL	b. CATEGORY PROFESSIONAL MILITARY	Y EDUCATION			
1		5	1	MALE		9	FEB	FEMALE		7.		TOTAL			FOR OSD USE	
	GROUPS	۷	В	C (A+8)	D (OSO use)	4	8	C (A.8)	D (OSD use)	4	6	C M+8)	D (OSD use)			
ε	American Indian/ Alaskan Native	DATA N	NOT AVAIL	ABLE	FOR THIS	YEAR										
≈ €	1															
	1															T
€																T
<u>s</u>	White (Non-Hispanic)															
<u>@</u>	Other / Unknown															
<u>E</u>	TOTAL															ł
18	DD Form 2509 Reverse, DEC 87	irse, DEC	87					4-2	.2							•

		MILI	MILITARY EQ		AL C	UAL OPPORTUNITY ASSESSMENT	TUN	IITY ,	ASSE :	SSME	NT			REPORT CONTROL SYMBOL DD-FMEP(A)1760
					PAF	PART I - DATA FROM CURRENT FISCAL YEAR	TA FROM	A CURRE	UT FISCAL	L YEAR		•		
			2. 000 C	2. DOD COMPONENT/SUBCOMPONENT	T/SUBCOM	PONENT		3. SOURC	3. SOURCE AGENCY NAVAL RESERVE FORCE	NAVAL F	RESERVE	FORCE		
₹.	89 ASSESSMENT	SMENT	u.s.	U. S. NAVAL R	RESERVE		·- 	OFFICE HUMAN I	RESOURCE	MANAGE	MENT ((* OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)		b. TELEPHONE NUMBER 504-948-5306
ENL I	4.a. SUBIECT ENLISTED SERVICE SCHOOLS	Е SCHOO	LS					PROFES	b. CATEGORY PROFESSIONAL MILITARY EDUCATION	11L I TARY	EDUCA:	NOI		
	TBACKED	2	Ž	MALE		9	FEN	FEMALE		7.	٤	TOTAL		8. FOR OSD USE
	GROUPS	4	8	(A.8)	D (OSD USE Only)	٧	æ	C (A • 8)	D (OSD Use only)	4	82	ر (۲۰۵	(Apo 40 050)	•
(1) A	American Indian/ Alaskan Native	0	0	00.		0	0	00,		0	0	00.		٠
(2) As	Asian American/ Pacific Islander	0	0	00.		0	0	00.		0	0	00.		
(3) Black (Non	Black (Non-Hispanic)	0	1	00.		0	0	00.		0	1	00.		
(4) Hispanic	Sinedsi	0	1	00.		0	0	00.		0	1	00.		•
(S) White (Non-A	White (Non-Hispanic)	17	52	.33		0	1	00.		17	53	źe•		e - 12
Õ (9	(6) Other/Unknown	0	-	%		0	0	00.		0		%		* 1 1

PERSONNEL. ENLISTED PROFESSIONAL MILITARY EDUCATION IN THE NAVAL RESERVE IS ASSESSED FOR APPLICATION AND SELECTION FOR SCREENING IS BASED UPON COMMANDING OFFICER RECOMMEND-10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUAL OPPORTUNITY FOR PROFESSIONAL MILITARY EDUCATION FOR ALL NAVAL RESERVE SENIOR ENLISTED ACADEMY (SEA) AND SERGEANTS MAJOR ACADEMY (SMA). ATION, QUALIFICATIONS, AND CAREER DEVELOPMENT PATTERNS.

B. THE NUMBERS IN COLUMN 8 ARE: NUMBER APPLIED FOR SERVICE SCHOOLS

.30

56

17

00.

0

.31

55

17

(7) TOTAL

NUMBER SELECTED FOR SERVICE SCHOOLS

100% OF THOSE SELECTED WERE WHITE MALES. SSESSMENT APPLICANTS FOR SEA AND SMA WERE WHITE MALES.

- RATES OF APPLICATION FOR ONLY 3.6% OF THE APPLICATIONS WERE FROM TRACKED MINORITY GROUPS AND 1.8% WERE FROM WOMEN. BOTH GROUPS FELL FAR SHORT OF THEIR REPRESENTATION IN OVERALL NAVAL RESERVE COMPOSITION.
- THE NAVAL RESERVE MUST INCREASE AWARENESS AMONG MINORITIES AND WOMEN OF THE OPPORTUNITIES AVAILABLE IN APPLYING FOR SEA AND SMA.
- HISTORIC DATA PRIOR TO FY 89 IS DOUBTFUL IN ACCURACY.

14					PAR	F II - DA	PART II - DATA FROM PREVIOUS FISCAL YEARS	PREVIOL	JS FISCAL	. YEARS					
	i			4.a SUBJECT	1.					b. CATEG	b. CATEGORY		•	100	
	64 88 Y	ASSESSMENT	ENT	ENLIST	STED SERVICE		SCHOOLS			PROFESS	IONAL P	ILITARY	EDUCATION	- [
1		_	l	MALE		ف	FEMALE	JALE.		7.	5	TOTAL		e. Õ	FOR OSD USE
	GROUPS	4	8	C (A+8)	D (OSD use)	4	8	C (A+B)	D losp use)	4	В	C (A+8)	D (OSD USE)		
Ξ	American Indian														
	1														
E	Black (Non-Hispanic)														
€	•														
<u>s</u>	White (Non-Hispanic)	1								-					
9	Other / Unknown	4								4					
3	T01AL '	2	20	.25						5	20	.25			
ł		ACCECCMENT	FNT	FNT TST	JBJECT STED SERV	SERVICE SCH	SCHOOLS			b. CAIEGORY PROFESSIONAL		MILITARY	EDUCATION	NOI	
- (335339	ł	i			Ł	CERANI E		,	٢	TOTAL		5	FOR OSD USE
	TRACKED	خ	2 4	MALE	D (050 use)	d	8	C (A + B)	D (OSD use)	∀	8	C (A+8)	D (OSO use)		
Ξ	American Indian/														
3	Asian American														
E	Black (Non-Hispanic)														
€															
3	White (Non-Hispanic)														
9	Other / Unknown	7								7					
8	TOTAL*.	4	20	.20						4	20	.20			
1	}	ACCECCIMENT	FNT	4.4. SUBJECT	4	SERVICE SC	SCHOOLS			b. CATEGORY PROFESSI	SSIONAL	MILITA	S. CATEGORY PROFESSIONAL MILITARY EDUCATION	TICN	
٠1	gg	,	1	14416	•			FEMALE		<u></u>	۲	TOTAL		l	FOR OSD USE
	GROUPS	٨	٦	C (A + 8)	D (OSD use)	+-	8	C(A+B)	D (OSD use)	٨	8	C (A+8)	D (OSD use)		
ε	American Indian/ Alaskan Native				-										
	Asian American/ Pacific Islander														
Ē	Black (Non-Hispanic)														,
€	ł														
5	White (Non-Hispanic)														
ē		5								ر د					
1 ~	7) TOTAL	2	20	25						5	20	.25			
19	Form 2509 Reverse, DEC 87	erse, DEC	5					4	7-7						•

	MILI	MILITARY EQ	EQU	JAL C)PPO	RTUN	UAL OPPORTUNITY ASSESSMENT	ASSE	SSME	INT			REPORT CONTROL SYMBOL DO-FM&P(A)1760
				PAF	RT I - DA	TA FROM	PART I - DATA FROM CURRENT FISCAL YEAR	VT FISCA	L YEAR		ļ. 		
		2. DOD COMPONE	OMPONEN	NT/SUBCOMPONENT	PONENT		3. SOURC	E AGENCY	SOURCE AGENCY NAVAL RESERVE FORCE	RESERVE	FORCE		
FY 89 ASSES	ASSESSMENT	U. S. NAVAL		RESERVE			A. OFFICE HUMAN	RESOUR	CE MANAC	SEMENT	a. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B))9B)	b. TELEPHONE NUMBER 504-948-5306
4. SUBJECT INVOLUNTARY OTHER THAN HONORABLE DISCHARGES	ER THAN	HONORAB	LE DISC		- OFFICER	ER	b. CATEGORY SEPARATIONS	ORY TIONS					
TBACKED	Š	Ž	MALE		9	FEA	FEMALE		7.	2	TOTAL		B. FOR OSD USE
GROUPS	∢	69	0 %	D (030 Use only)	∢	&	ر ا ا	OSO USE	4	60	∪ 3	Q (Ayo	٠
(1) American Indian/ Alaskan Native	O	0	00.		0	0	00.		0	0	00.		•
(2) Asian American/ Pecific Islander	0	0	00.		0	0	00.			0	00.		
(3) Black (Non-Hispanic)	0	0	• 00		0 .	0	00.		0	0	00.		
) Hispanic	0	0	00.		0	0	00.		0	0	00*		
(S) White (Non-Hispanic)	0	0	.00		0	0	00.		0	0	00		
(6) Other/Unknown	0	0	00.		0	0	00.		0	0	00.		· it
(7) TOTAL	0	0 % 0	.00		0	0	00.		0	0	00		:
9.0. THE NUMBERS IN COLUMN A ARE: NUMBER OF INVOLUNTARY OTHER THAN HONORABLE DISCHARGES	COLUMN A	ARE: OTHER TH	IAN HONO	RABLE D	ISCHARG	ES	b. THE NL TOTAL I	IMBERS IN NVOLUNT	b. THE NUMBERS IN COLUMN B ARE: TOTAL INVOLUNTARY DISCHARGES	ARE: CHARGES			
10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S) THE SEPARATION OF PERSONNEL FROM THE NAVAL RESERVE IS WITHOUT THE GOAL OF THE NAVAL RESERVE IS WITHOUT	RVICE/CON NAVAL 1	RESERVE	FFIRMATIVE	NSGRENG	HAT THE	SEPAR	TION OF	PERSON	NEL FRO	M THE N	AVAL RE	SERVE I	S WITHOUT

THE GOAL OF THE NAVAL KESEKVE IS TO ENSURE THAT INE SEFAKATION OF TERMINION THIS SUBJECT MEASURES DISHONORABLE, BAD CONDUCT, AND OTHER THAN HONORABLE DISCHARGE RATES. PER DOD DIRECTIVE 1350.3 THIS CATEGORY DOES NOT APPLY TO THE SELECTED RESERVES IN A VOLUNTARY FORCE ENVIRONMENT, EXCEPT FOR THOSE ON CONTINUOUS ACTIVE DUTY FOR PERIODS GVER 180 DAYS WHO ARE INVOLUNTARILY RELEASED PRIOR TO THE END OF THEIR ORDERS OR CONTRACTS. SUCH RELEASES WOULD BE REPORTED BY THE ACTIVE COMPONENT.

11. ASSESSMENT

DATA FROM DMDC INDICATED THERE WERE NO SEPARATIONS. FROM THE NAVAL RESERVE MEETING THE CRITERIA FOR THIS CATEGORY.

						PART	H - DA	TA FROM	A PREVIC	PART II - DATA FROM PREVIOUS FISCAL YEARS	L YEARS						
				13	I B IECT	- [LUNTAR	OTHER	THAN	THYOLDITARY OTHER THAN HONORABLE	15	SORY					
	FY 88	ASSESSMENT	ENT	;			HARGES	DISCHARGES JOFFICER	ER			ğ		}	}		
	037748	٤		MALE			· •	7	FEMALE		-2	- 1	TOTAL	ŀ	<u>.</u>	FOR OSD USE	
	GROUPS	4	8	C (A + 8		D (OSO USE)	4	8	C M • 8)) Diosomes	4		C (A . B)	D (050 use)	(se)		
Ξ	American Indian/	DATA N	NOT AVAI	AILABLE	FOR	THIS	YEAR			_		1	1	\downarrow	+		
≊	1		_											\downarrow	+		
5			_											\downarrow	\dashv		
€	}		_	_										-	\dashv		
€	White (Non-Hispanic)			_										_	\dashv		
3	1											1	1	\downarrow	+		T
3	TOTAL '												_	_	\dashv		
\	87	ACCECCAGENIT		4.5	UBJEC	IONNI 1	BIECT INVOLUNTARY		THAN H	OTHER THAN HONORABLE OFFICER	SEPARATIONS	GORY					
		ASSESSIV	IEN I	4		nraci	CTONUT.	3	TOTAL E		-		TOTAL		a	FOR OSD USE	Γ
	TRACKED	<u>.</u>	١	MALE	T,	0,00	ه اف	8	CAAB	D (OSD use)	-	-	0.4.8)	D (050 use)	_		
[١°			2	T		1			╁				_			
<u> </u>	1	DATA	A A	AVAILABL	.,	OR THI	KEAK	1	1	+		1	1	-	+		
€	Asian American/ Pacific Islander			-	+				1	-		1	1	1	+		
€_					-				1	1		1	1	1	+		T
€	,		_	-Ţ	1				_				-	1	+		
€	White (Non-Hispanic)				1				_			\downarrow	1	-	+		
ê.	1				_				-			1	-	4	+		
3	TOTAGE	<u> </u>											_	_	ᅱ		
	78 84	ASSESSMENT	AENT	3	4.a. SUBJECT		INVOLUNTARY DISCHARGES		CER	OTHER THAN HONORABLE - OFFICER		b. Category SEPARATIONS					
<u>· L</u>		Ľ		MALE			ۏ		FEMALE		7.		TOTAL		86	FOR OSD USE	
	GROUPS	∀	8	CA		D (OSD use)	٧	6	C (4.8)	6) D (050 ure)	4	8	C (A + B)) D (OSD use)	(See		
Ξ	American Indian/ Alaskan Native	DATA	NOT	AVALLABL	E	FOR THI	YEAR		_			_		$\frac{1}{1}$	+		
8		ļ										_	 	-	+		
<u>e</u>	4								_	-		\perp	_	$\frac{1}{1}$	+	·	
€	_				_				_	-	1	1	4	+	+		
8	White (Non-Hispanic)								1	-	-	_	1	1	+		
9	Other/Unknown			-	7			_	1	-	-	_	-	1	+		
15	(7) TOTAL			_			 		4	4	_		4	4	+		
la	DD form 2509 Reverse, DEC 87	erse, DE	C 87							.5-2		٠		•			

ASSESSMENT
MILITARY EQUAL OPPORTUNITY
EQUAL
MILITARY

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CONTROL	DD-FM&P(A)1
AEPORT	8

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PART I

ŀ			13 DOD COMPO	Namo and	MENT / CHACOMONENT	PONENT		291102	S COURSE ACENCY NAVAT PECFFUE BODOF	NAWAI	FCFPUE	CORPE			1
<u> </u>	FY 89 ASSESSMENT	SMENT	U. S. P	U. S. NAVAL RESERVE	SERVE			A. OFFICE HUMAN	OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	E MANAG	EMENT (CODE 00	(86)	b. TELEPHONE NUMBER 504–948–5306	1
FE	4.8. SUBJECT INVOLUNTARY OTHER THAN HONORABLE	R THAN	HONORAB		ISCHARGES - ENLISTED	- ENLIS	TED	b. CATEGORY SEPARATIONS	ORY TIONS						
L	TOACKED	5	3	MALE		ف	FEN	FEMALE		7.	10	TOTAL		S. FOR OSD USE	ı
	GROUPS	<	•	3 · S	D (000) (Apo	<	c	∪ 3 2 • S	OSO (Amo	4	•) \$	0 (Awa	•	
Ξ	(1) American Indian/ Alaskan Native	0	0	00.		0	0	00.		0	0	00.		,	1 1
2	(2) Asian American/ Pacific Islander	0	0	00.		0	0	00.		0	0	00.			
8	(3) Black (Non-Hispanic)	0	0	00.		0	0	00.		0	0	00.		:-	
€	(4) Hispanic	0	0	00.		0	0	00.		0	0	.00			
2	(S) White (Non-Hispanic)	0	0	00		0	0	00.		0	0	œ.		.	

THE GOAL OF THE NAVAL RESERVE IS TO ENSURE THE SEPARATION OF PERSONNEL FROM THE NAVAL RESERVE IS WITHOUT DISCRIMINATION. THIS SUBJECT MEASURES DISHONORABLE, BAD CONDUCT, AND OTHER THAN HONORABLE DISCHARGE RATES. PER DOD DIRECTIVE 1350.3 THIS CATEGORY DOES NOT APPLY TO THE SELECTED RESERVES IN A VOLUNTARY FORCE ENVIRONMENT, EXCEPT FOR THOSE ON CONTINUOUS ACTIVE DUTY FOR PERIODS OVER 180 DAYS WHO ARE INVOLUNTARILY RELEASED PRIOR TO THE END OF THEIR ORDERS OR CONTRACTS. SUCH RELEASES WOULD BE REPORTED BY THE ACTIVE COMPONENT.

8

0

8

0

0

8

0

0

(7) TOTAL

b. THE NUMBERS IN COLUMN B ARE: TOTAL INVOLUNTARY DISCHARGES

9. THE NUMBERS IN COLUMN A ARE: NUMBER OF INVOLUNTARY OTHER THAN HONORABLE DISCHARGES

8.

0

0

8

0

0

8

0

(6) Other/Unknown

11. ASSESSMENT

DATA FROM DMDC INDICATED THERE WERE NO SEPARATIONS. FROM THE NAVAL RESERVE MEETING THE CRITERIA FOR THIS CATEGORY.

14					PART	II - DAT	A FROM	PREVIOU	PART II - DATA FROM PREVIOUS FISCAL YEARS	YEARS		ł			
	88	1 3333	1 1	4.a. SUBJECT	1	INVOLUNTARY	OTHER ENL 1ST	Y OTHER THAN HONORABLE		b. CAIEGORY SEPARATIONS	ORY TIONS				
~ }		ASSESSMENT	1		20070	9	FEMALE	IALE		, '-	10	TOTAL		B. FOR	FOR OSD USE
	TRACKED	4	8	C (A +8)	D (OSD use)	٨	8	C (A + B)	D (OSD use)	4	8	C (A+B)	D (OSD USE)		
ε	American Indian/	0	0	00.		0	0	00.		0	0	00.			
18	Asian American	1	2	.50		0	0	00.		-	2	250			
Ē	Black And Vicesoid	0	0	00.		0	0	00.		0	0	00.			
₹ -	Hispanic	0	0	00.		0	0	00.		0	0	00.			
(5)	White		2	.50		0	0	00.		-1	2	.50			
e	Other / Unknown	0	0	00.		0	0	00.		0	0	00.			
ε	TOTAL '	2	2	1.00			0	00.		2	2	1.00			
	87 87	ACCESSMENT) .	4.a. SUBJECT		INVOLUNTARY DISCHARGES -	OTHER THAD ENLISTED	OTHER THAN HONOKABLE ENLISTED	OKABLE	b. CAIEGORY SEPARATIONS			{	1	
1		٢		MALE		ڧ	FER	FEMALE		7.		TOTAL		s. FOR	FOR USE USE
	GROUPS	٨	8	C (A+8)	D (OSD use)	¥	8	C (A . B)	D (OSO use)	4	a	C (A+B)	D (OSD use)		
ε	American Indian/	DATA	NOT AVA	ALABLE	FOR THI	YEAR									
€	Asian Americani Pacific Islander														
E	Black (Non-Hispanic)														
ड	Hispanic											1			
2	White (Non-Hispanic)														
ē	Other / Unknown														
ε	TOTAG														
	ì		1 19	4.a. SUBJ	ONI DESCRIPTION	INVOLUNTARY	OTHER THAN - ENLISTED		HONORABLE	B. CATEGORY SEPARATIONS	TIONS				
\cdot	FY 80	ASSESSIMEN	١		DETA	STORY Y	1	FEMALE		<u>-</u>	Ĭ	TOTAL		B. FOR	FOR OSD USE
	TRACKED GROUPS	<u>بر</u>	8	C (A+B)	D (OSD use)	A .	8	C (A+B)	D (OSD USE)	4	69	C (A+8)	D (OSD use)		
ε_	American Indian/ Alaskan Native	DATA	NOT AVA	ALLABLE	FOR THI	YEAR									
8	Asian American Pacific Islander														
Ê	Black (Non-Hispanic)														
€	l										1	_	1		
E	White (Non-Hispan c)			_									_		
ত	Other/Unknown		_	_							1	1			
5	TOTAL														
]8	DD Form 2509 Reverse, DEC 87	erse, DE	C 87				`	." ·(5-4						

REPORT CONTROL SYMBOL DD-FMEP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

<u>-</u> :	•		2. DOD	COMPONE	2. DOD COMPONENT/SUBCOMPONENT	PONENT		3. SOURC	3. SOURCE AGENCY NAVAL RESERVE FORCE	NAVAL F	RESERVE	FORCE		
₹.	ASSESSMENT	SMENT	u.s.	U. S. NAVAL	RESERVE			• OFFICE HUMAN	DOFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	E MANAG	EMENT (CODE OC)9B)	b. TELEPHONE NUMBER 504-948-5306
; E	4.a. SUBJECT ENLISTED AND OFFICER RETENTION	FICER	RETENT	NO				b. CATEGORY RETENTION	ORY ION					
	TOACKED	2		MALE		و	E	FEMALE		,	12	TOTAL		B. FOR OSD USE
	GROUPS	4	•	∪ 3	D (OSD USE anly)	4	8	(A+8)	D (OSD USE Only)	4	8	(8+A)	O (OSD USE	•
ε	American Indian/ Alaskan Native	DATA	NOT AV	DATA NOT AVAILABLE	H	YEAR								
€	Asian American/ Pacific Islander									•				
≘	Black (Non-Hispanic)													
€	(4) Hispanic													
(5)	(S) White (Non-Hispanic)											,		e se
(9)	Other / Unknown													·ii
3	TOTAL													:
ACT	9.a. THE NUMBERS IN COLUMN A ARE: ACTUAL NUMBER RETAINED	CLUMN A	A ARE:					b. THE NI. NUMBER	B. THE NUMBERS IN COLUMN B ARE: NUMBER RECRUITED WITH YEAR GROUP	COLUMN B	ARE: H YEAR	GROUP		
ŀ														

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE RETENTION OF QUALITY PERSONNEL WITHOUT DISCRIMINATION.

11. ASSESSMENT
THROUGH FY 89 DADC DID NOT MAINTAIN CURRENT OR HISTORIC DATA FOR ASSESSMENT OF THE RETENTION CATEGORY BY RESERVE
COMPONENTS. THE NAVAL RESERVE DOES NOT HAVE ACCESS TO ANY OTHER DATA BASE CONTAINING THE INFORMATION NECESSARY TO
ASSESS RETENTION PER DOD DIRECTIVE 1350.3. DADC HAS BEEN REUESTED TO PROVIDE THE NECESSARY DATA FOR FY 90 AND FUTURE ASSESSMENTS.

								0.00	140000	VEABC				i	
	i					- DA	A PROM	PREVIO	PART II - DATA FROM PREVIOUS FISCAL TEAMS						
	78	ACCECCMENT		4.2. SUBJE	TED AND	OFFICER	RETENTION	NOI		RETENTION	LION				
1		133533191E	ı			و	FER	FEMALE		۲.	τ 0	TOTAL	_		FOR OSD USE
	TRACKED	A .	8	C (A+8)	D (OSD ute)	A	8	C (A+B)	D (OSD Me)	٧	8	C (A+B)	D (OSO use)		
Ξ	American Indian/ Alackan Native	DATA NOT	T AVAI	ABLE	FOR THIS	YEAR					Ī				
≋	1														
$\widehat{\mathbb{C}}$	Black (Non-Hispanic)														
€	ì														
(3)	White (Non-Hispanic)													1	
€	1														
3	TOTAL '														
L	62 A3	ASSESSMENT	Į į	4.a. SUBJECT ENLISTED	BJECT STED AND	OFFICER	RETENTION	rion		b. CATEGORY RETENTION	1				
\perp			l	MAIF		ف	E	FEMALE		7.	2	TOTAL		œi	FOR OSD USE
	TRACKED		-	0.4.0	D (OSD use)	+	8	C (A+B)	D (OSD use)	٨		CK	D (050 use)		
ε	₹₹	DATA NOT		LABLE	HOR THIS	Z.									
≘	1														
€	Black (Non-Hispanic)														
₹															
<u>S</u>	White (Non-Hispanic)														
<u>@</u>	ı .														
3	TOTAG														
L	7,4	ACCECCAGENIT	14	4.a. SUB. ENLIS	BJECT STED AND	OFFICER	R RETENTION	TION		P. CATEGORY	TION				
山	۲۸ ۲۹	ASSESSIVI	1			١	ļ	FEMALE		<u> </u>	۲	TOTAL		89	FOR OSD USE
	TRACKED GROUPS	V V	2 0	MALE C (A+B)	D (OSD ute)	+	8	C (A + B)	D (OSD USE)	4	a	C (A+B)	D (OSD use)		
ε	Abstrac Indian	l ∢	NOT AVA	AVALABLE	FOR THI	SYEAR									
8	1	•			7							1			
€															
€					_							1			
<u>6</u>) White (Non-Hispanic)					_	_	1	_						
<u>હ</u>) Other/Unknown				_			1	-	1		-			
15	(1) TOTAL							_	_						
] ?	0000	CB 757 87	5					•	6-2						

00 Form 2509 Reverse, DEC 87

REPORT CONTROL SYMBOL DO-FMLP(A)1760

		PART I - DATA FRON	PART I - DATA FROM CURRENT FISCAL YEAR	
1		2. DOD COMPONENT/SUBCOMPONENT	3. SOURCE AGENCY NAVAL RESERVE FORCE	
FY 89	89 ASSESSMENT	U. S. NAVAL RESERVE	(860)	504-948-5306
4.4. SUBJECT CURRENT OF	R PREVIOUS CO	A. SUBRECT URREVIOUS COMMAND EXPERIENCE (0-6)	b. CAIEGORY ASSICNMENTS	

_	•												1		
್ ೮	4.6. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-6)	IOUS CO	MPMAND EX	PERIENC.	E (0-6)	_		b. CATEGORY ASSICNMENTS	AENTS MENTS						
_	4040460	<u>خ</u>	Ž	MALE		ف ا	FEV	FEMALE		7.	TOTAL	74	-	ã	FOR OSD USE
	GROUPS	<	•	∪ 3 S	O (O	<	•	(A . 8)	D (OSD Use only)	4	6	C (A + B)	O (OSD Use		
Ξ	(1) American Indian/ Alaskan Native	1	8	.13		0	0	00.		1	8	.13			
8	Pacific Islander	0	22	00.		0	5	00.		0	27	00.			
□	(3) Black (Non-Hispanic)	1	20	.05		0 .	1	00.		1	21	.05		·	:
₹	(4) Hispanic	0	9	00.		0	1	00.		0	7	00.			
<u>s</u>	(S) White (Non-Hispanic)	233	2,399	.10		1	99	.02		234	2,455	01″.		-	4
9	(6) Other/Unknown	2	92	.02		0	7	00.		2	96	.02			. 11
<u> </u>	(7) TOTAL	237	237 ,2,547	60°		1	29	10.		238	2,614	60.			
<u> </u>	9.4. THE NUMBERS IN COLUMN A ARE: OFFICERS IN TRACKED GROUP WITH COMMAND EXPERIENCE	CKED GR	ARE: OUP WITH	H COMMAN	D EXPER	IENCE	٠	b. THE NU TOTAL C	b. THE NUMBERS IN COLUMN B ARE: TOTAL OFFICERS IN TRACKE!	COLUMN B	b. THE NUMBERS IN COLUMN B ARE: TOTAL OFFICERS IN TRACKED GROUP	OUP			
12	10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)	AVICE / COA	PONENT A	FFIRMATIVE	ACTION(S)				0000	100	AN III	TAT DEC	FINDSCAR DIGESTED AND THE TANK THE PERSONNEL	COMMET	TN THE

THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. IN THE NAVAL RESERVE SUCCESSFUL COMPLETION OF A TOUR OF DUTY AS COMMANDING OFFICER IS THE MOST CAREER ENHANCING ASSIGNMENT. PRECEPTS TO SELECTION BOARDS ROUTINELY ADDRESS EQUAL OPPORTUNITY ISSUES.

NAVAL RESERVE WILL IMPLEMENT ACTION TO 11. ASSESSMENT
- DATA OBTAINED FROM DMDC DOES NOT ACCURATELY IDENTIFY COMMAND EXPERIENCE. IMPROVE THE QUALITY OF THE DATA IN THIS CATEGORY. AMERICAN INDIAN/ALASKAN NATIVE IS THE ONLY TRACKED GROUP THAT EXCEEDS THE OVERALL COMMAND EXPERIENCE RATE FOR 0-6.

- WOMEN AND ALL OTHER TRACKED' GROUPS FALL FAR SHORT OF THE OVERALL RATE.

SULUN.

						VEARS	9	1200 000	2010	14731	VEABS					
A	1										CATEGO	ž				
		ASSESSMENT	<u> </u>	4.a. SUBJ		AND EX	PERIEN	EXPERIENCE (0-6)		A	ASSIGNMENTS					3011 000
-	900		١	إ		٩		FEMALE		7.		2	TOTAL			FOR OSO USE
	TRACKED	S A	2	C (A+8)	D (OSD use)	-		C (A + 8)	┢╾╋	D (OSD use)	۷	æ	C (A + B)	D (050 cnc)	1	
ε	2	DATA NOT	r AVAI	1 3	OR THIS	YEAR	_	-	-	1					+	
€	\			_				_	-						+	
6	Black (Non-Hispanic)							-	-	1					+	
13	Hispanic						_	-	\dashv	1					+	
2	White (Non-Hispanic)						_	$\frac{1}{1}$	+	+					_	
9	Other / Unknown						_	1	+	1					+	
18	TOTAL '							_							4	
1	.87	ASSESSMENT	1 2	4.a. SUB.	ECT	CURRENT OF	OR PREVIOUS EXPERIENCE	TOUS (0-6)	(9)		b. CALEGORY ASSIGNMENTS	TS			}	
1			1					FEMALE		-	7.	ĭ	TOTAL		~	FOR OSD USE
	TRACKED	\ \ \ \	ď	19.40	D (OSD une)	4	8	C (A + 8)	М	D (OSO use)	٨	۵	(K 4.8)	D (050 use)	1	
ε	American Indian/			AVATIARIE	FOR THIS	SYEAR		_							-	
	Alaskan Native	UNIA INT		1		•		_	-							
3 ∤	Asian Americani Pacific Islander				1	1	+	+	+	T					-	
3	Hack (Non-Hispanic)				\downarrow	1	4	+	+	+				L	-	
3	i e				_		1	$\frac{1}{1}$	+	1				1	\dotplus	
Œ	White (Non-Hispanic)						\dashv	$\frac{1}{1}$	+					1	+	
9	Other / Unknown				_	_	-	+	-					1	+	
15	TOTACE	Ŀ													\dashv	
1_			١	£2. SU	EG.		OR PREVIOUS	00s	G		b. CATEGORY ASSIGNMENTS	ORY				
1	1	ASSESSMENT	1		50	COMMAND ES	TO TWO I				7.		TOTAL		- i	FOR OSD USE
	TRACKED	× ×	-	CAR	D (OSD use)	_		H	C (A.E) D	D (OSD use)	A	8	C (A + 8)	D (050 use)	1	
Ξ	14.4	DATA NOT		AVAILABLE	FOR THIS	S YEAR	_	-	+		{			1	+	
l≊	•						4	-	1				1	+	+	
<u>6</u>	(_	\dashv	\dashv					1	╁	
3	t				-	-	-	+	+				1	-	+	
Þ	White (Non-Hispanic)				-	\downarrow	\dashv	+	+				_	_	+	
<u> </u>	Other / Unknown				_	_	-	+	\dagger				1	-	十	
18	TOTAL				_		-	-{	-{					4	\dashv	
194	DD Form 2509 Reverse, DEC 87	erse, DEC	87						7-2	2						

		MILI	MILITARY E		AL C	PPO	RTUN	IITY /	QUAL OPPORTUNITY ASSESSMENT	SSME	NT			REPORT CONTROL SYMBOL DD-FM&P(A)1760
					PA	T I - DA	TA FROM	1 CURRE	PART I - DATA FROM CURRENT FISCAL YEAR	. YEAR				*
Ë			2. DOD COMPO	OMPONEN	NENT/SUBCOMPONENT	PONENT		3. SOURC	3. SOURCE AGENCY NAVAL RESERVE FORCE	NAVAL F	ESERVE	FORCE		
	FY 89 ASSESSMENT	SMENT	U. S. NAVAI	NAVAL RI	L RESERVE			. OFFICE HUMAN	RESOURC	E MANAC	EMENT (• OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B))B)	b. TELEPHONE NUMBER 504-948-5306
್ಕ ರ	4.a. subject current or previous command experi	IOUS CO	MMAND EX	(PERIENC	ENCE (0-5)			b. CATEGORY ASSICNMENTS	ORY					
L	VEACUED	×	Σ	MALE		<u>ن</u>	FEN	FEMALE		,	10	TOTAL		B. FOR OSD USE
	GROUPS	<	•	₽; 3.5	γ(ήνο Ο Ο Ο Ο Ανε	٧	60	(0 + W)	Oso (Ajuo	٧	69	(A+8)	D (OSD Use only)	•
ε	American Indian/ Alaskan Native	1	20	.05		0	0	00.		1	20	50.		٠
8	Asian American/ Pacific Islander	1	52	.02		0	12	00.		, 1	99	.02		
<u> </u>	Black (Non-Hispanic)	8	82	.10		0	7	00.		8	89	60.		·
€	(4) Hispanic	0	28	.00		0	2	.00		0	30	00.		•
(S)	White (Non-Hispanic)	232	5,261	.04		12	268	.04		244	5,529	,04		e se
9)	Other / Unknown	3	299	.01		0	20	.00		3	319	10.		· 11
8	(7) TOTAL	245	245 ,5,742	*0 *		12	309	.04		257	6,051	.04		:
20	9. THE NUMBERS IN COLUMN A ARE: OFFICERS IN TRACKED GROUP WITH COMMAND. EXPERIENCE	CKED GR	ARE: OUP WIT	н соммал	ND. EXPE	RIENCE		b. THE NU TOTAL (6. THE NUMBERS IN COLUMN B ARE: TOTAL OFFICERS IN TRACKED GROUP	COLUMN B	ARE: CKED GR	OUP		

IN THE 10. STATEMENT OF SERVICE/COMPONENT AFRAMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. IN THE
NAVAL RESERVE SUCÇESSFUL COMPLETION OF A TOUR OF DUTY AS COMMANDING OFFICER IS THE MOST CAREER ENHANCING ASSIGNMENT. PRECEPTS TO SELECTION BOARDS ROUTINELY ADDRESS EQUAL OPPORTUNITY ISSUES.

NAVAL RESERVE WILL IMPLEMENT ACTION TO ASSESSMENT
DATA OBTAINED AND DOES NOT ACCURATELY IDENTIFY COMMAND EXPERIENCE. IMPROVE THE QUALITY OF THE DATA IN THIS CATEGORY.

BLACK AND AMERICAN INDIAN/ALASKAN NATIVE WERE THE ONLY TRACKED GROUPS THAT EXCEEDED THE OVERALL COMMAND EXPERIENCE RATE FOR 0-5. ı

WOMEN AT 3.8% AND ALL OTHER TRACKED GROUPS FELL SHORT OF THE OVERALL COMMAND EXPERIENCE RATE OF 4.2% FOR 0-5. ŧ

					849	T 11 - DA	TA FRO	M PREVIC	PART II - DATA FROM PREVIOUS FISCAL YEARS	L YEARS						
				1 2 2 1	THERETT CHERENT	FINT OR	OR PREVIOUS	Si		b. CATEGORY	ORY					T
	FV 88 A	ASSESSMENT	Z.	4.3. SUB.	COMMAND	IAND EXI	EXPERIENCE	E (0-5)		ASSIGN						T
	200		ł	- N		1	=	FEMALE		7.	5	TOTAL		ei	FOR OSD USE	
	TRACKED	4		C (A + 8)	D (OSD use)	¥	8	C (A.8)	D (OSD use)	4	8	C (A+8)	D (OSD use)			T
ε	American Indian	DATA NOT	T AVAI	ABLE	FOR THIS	YEAR	_									T
8																T
0																
3	1 -															
€	White (Non-Hispanic)															T
9							_									T
<u>_</u> E	TOTAL '															\Box
	rv87	ASSESSMENT	I N	4.4. 508	BJECT CUR	CURRENT OR	OR PREVIOUS EXPERIENCE	JUS CE (0-5)		b. CATEGORY ASSIGNMENTS	TS					
丄		ļ	1	Į Į						7.		TOTAL		œi.	FOR OSD USE	
	TRACKED			0.42	D (OSD use)	<u>-</u>		0.43	D (OSD use)	٧		C 54.88	D (050 use)			T
ε	18	. 1	AUA AVA	AVATLABLE	FOR THIS	E										7
Ē		UTUT						_								
<u> </u>	- 1					1	-	1	_							
15	(Non-Hispane)						_	_	_							
<u>©</u>	1			_	_	_			•							\top
9	Other / Unknown															
Ε	TOTACE			_												
		ACCECCACIO	1 2	4. SU	BARCT CURRENT	•	OR PREVIOUS	00S		b. CATEGORY ASSIGNMENTS	SORY					
1	00	A33533310	1		200			FEMALE		7.		TOTAL		3	FOR OSD USE	
	TRACKED	√	-	CAS	D (050 use)	+=1	6	C to : 8	D (OSD use)	4	-	CAin	D (OSO use)	1		T
Ξ		DATA NOT	T AVAIL	ABLE	FOR THIS	SYEAR		_						_		
8	Pacific Islander				-	_		_	-			_				
<u>e</u>						-	_	\dashv		1	1					
€						-	1	1	1		\downarrow			_		
E) White (Non-Hispanic)			_	_		-	+		_	1	-		_		
9) Other/Unknown			_		-	-	+	1	1	1	1		\downarrow		
5) TOTAL			_		4		4	_			_		4		
! 5	JD Form 2509 Reverse, DEC 87	erse, DEC	87			i			7-4							

	ASSESSMENT
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REPORT CONTROL SYMBOL DD-FMEP(A)1760

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÷			2. DOD C	2. DOD COMPONENT/SUBCOMPONENT	T/SUBCOM	PONENT		3. SOURC	3. SOURCE AGENCY NAVAL RESERVE FORCE	NAVAL F	RESERVE	FORCE			
	FY 89 ASSESSMENT	SMENT	U. S. NAVAL		RESERVE			. OFFICE HUMAN	• OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	E MANAG	EMENT (CODE OC)9B)	b. TELEPHONE NUMBER 504-948-5306	MBER
್ಕ 5	44. SUBJECT CURRENT OR PREVIOUS COMMAND EXPERIENCE (0-4)	TOUS CO	MMAND EX	KPERIENC	E (0-4)			b. CATEGORY ASSICNMENTS	ORY						
	TRACKED	S	2	MALE			FEN	FEMALE		7.	12	TOTAL		B. FOR OSD USE	ž
	GROUPS	<	•	8.A	esh oso) Q	<		8.4	O (Ajue Q (Ajue	«	•	#*V	OSO Use		•
ε	American Indian/ Alaskan Native	-	31	.03		0	5	00.		H	36	.03			
8	Assan American/ Pacific Islander	\$	99	80.		0	10	00.		5	91	.07			-
6) Black (Non-Hispanic)	12	210	90.		0	44	00.		12	254	.05			
₹.	(4) Hispanic	7	70	.10		0	10	.00		7	80	60.		•	•
(2)	(S) White (Non-Hispanic)	200	6,821	.03		36	910	.04		236	7,731	. <u>0</u> 3			
9	(6) Other / Unknown	6	497	.03		3	54	90.		12	551	.02		h	
2	(7) TOTAL	234	234 // 7,695	.03		39	1,033	.04		273	8,728	.03		•	
<u>,</u> [0	9.6. THE NUMBERS IN COLUMN A ARE: OFFICERS IN TRACKED GROUP, WITH COMMAND EXPERIENCE	CKED GR	ARE: OUP, WITH	H COMMAN	ID EXPE	RIENCE	·	b. THE NU TOTAL (b. THE NUMBERS IN COLUMN B ARE: TOTAL OFFICERS IN TRACKE	COLUMN 8	DLUMN & ARE: IN TRACKED GROUP	toup		11	
٤	16. STATEMENT OF SERVICE / COMPONENT AFFIRMATE	RVICE / CON	PONENT A	FEIRMATIVE	VE ACTION(S)									****	

19. STATEMENT OF SERVICE ACCOMPONENT AFROMATIVE ACTIONS)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. IN THE NAVAL RESERVE SUCÇESSFUL COMPLETION OF A TOUR OF DUTY AS COMMANDING OFFICER IS THE MOST CAREER ENHANCING ASSIGNMENT. PRECEPTS TO SELECTION BOARDS ROUTINELY ADDRESS EQUAL OPPORTUNITY ISSUES.

NAVAL RESERVE WILL IMPLEMENT ACTION TO' 11. ASSESSMENT
- DATA OBTAINED FROM DMDC DOES NOT ACCURATELY IDENTIFY COMMAND EXPERIENCE. IMPROVE THE QUALITY OF THE DATA IN THIS CATEGORY. AMERICAN INDIAN/ALASKAN NATIVE AT 2.7% FELL SLIGHTLY SHORT OF THE OVERALL COMMAND EXPERIENCE RATE OF 3.1% FOR 0-4.

WOMEN AND ALL OTHER TRACKED GROUPS EXCEEDED THE OVERALL COMMAND EXPERIENCE RATE FOR 0-4.

A	1				PAR	T 11 - DA	TA FROM	PREVIOU	PART II - DATA FROM PREVIOUS FISCAL YEARS	. YEARS			!		
	8	ACCESMENT	ENT	4.a. SUBJI	ECT CURRENT COMMAND	ENT OR AND EXP	SIECT CURRENT OR PREVIOUS COMMAND EXPERIENCE	(0-4)		b. Category Assignments	ORY JENTS				
$oldsymbol{\perp}$	28		1				1	FEMALE		۲,	2	TOTAL		8.	FOR OSD USE
	TRACKED	4	8	C (A+B)	D (OSO use)	-	8	C (A+B)	D (OSD use)	A	8	C (A+B)	D (OSO use)		
Ξ	Alackan Indian/	DATA N	NOT AVAI	ABLE	FOR THIS	THIS YEAR									
≋	Asian American/ Pacific Islander														
€	Black (Non-Hispanic)			·											
€	Hispanic														
2	White (Non-Hispanic)														
9	Other / Unknown													•	
3	TOTAL '														
	FV87	ASSESSMENT	ENT	4.a. SUBJ	BJECT CURRENT	_	OR PREVIOUS EXPERIENCE	IS 3 (0-4)		b. CATEGORY ASSIGNMENTS	ORY	1		l	
1		٢	1	MALE				-		7.	72	TOTAL			FOR OSD USE
	GROUPS	\ \ \ \	8	C (A + B)	D (OSD use)		8	C (A+B)	D (OSD use)	٧	8	C (A . B)	D (OSD use)		
ε	American Indian	- ا	NOT AVA		FOR THIS	S YEAR									
2	Asian American														
€	Black (Non-Hispanic)														
ਭ	Hispanic													•	
2	White (Non-Hispanic)					·									
ड	Other / Unknown														
3	TOTAG														
<u> </u>	FV 86	ASSESSMENT	ENT	4.4. SUB.	4.4. SUBJECT CURRENT COMMAND	•	OR PREVIOUS EXPERIENCE	S (0-4)		b. CATEGORY ASSIGNMENTS					
<u>· </u>		15		MALE			FE	FEMALE		7.		TOTAL			FOR OSD USE
	GROUPS	A	a	C (A+B)	D (OSD use)	4	8	C A • 8)	D (OSD use)	4	a	C 74.8	D (050 use)		
ε	American Indian/ Alaskan Native	DATA N	NOT AVAI	AVAILABLE F	FOR THIS	YEAR									
8	1				·										
<u>e</u>															
€				_	_										
3	White (Non-Hispanic)														
9	Other / Unknown			_											
ε	TOTAL														
8	DD Form 2509 Reverse, DEC 87	erse, DE(C 87						9-1						

	MILI	MILITARY EQ		AL C	JAL OPPORTUNITY ASSESSMENT	TUN	IITY /	ASSE	SSME	IN			REPORT CONTROL SYMBOL DD-FM&P(A)1760
				PAR	PART I - DATA FROM CURRENT FISCAL YEAR	TA FROM	1 CURREA	UT FISCAL	. YEAR				
1.		2. DOD C	2. DOD COMPONENT/SUBCOMPONENT	/SUBCOM	PONENT		3. SOURC	SOURCE AGENCY NAVAL	NAVAL 1	RESERVE FORCE	FORCE		
FY 89 ASSESSMENT	SMENT	U. S. NAVAL	_	RESERVE			. OFFICE HUMAN	RESOURC	E MANAC	EMENT (RESOURCE MANAGEMENT (CODE 009B))9B)	b. TELEPHONE NUMBER 504-948-5306
4.5. Subject Enlisted Assignments	•	(E-8)					b. CATEGORY ASSIGNMENTS	ORY MENTS					
TEACKED	Š	Ž	MALE		6.	FEN	FEMALE		7.	10	TOTAL		8. FOR OSD USE
GROUPS	∢	•	8 · W	O (OSO) Use (OMA)	∢	89	(8 + V)	(4 _{luo} exn aso) O	¥	8	(8 · V)	ern aso) Q	
(1) American Indian/ Alaskan Native	0	13	00.		0	1	00.		0	14	00.		
(2) Assan American' Pacific Islander	0	21	00.		0	0	00.		0	21	00*		
(3) Black (Non-Hispanic)	0	47	00.		0 .	2	00.		0	65	00.		:.
(4) Hispanic	0	23	00.		0	0	00		0	23	00°		
(S) White (Non-Hispanic)	54	1,587	.02		2	40	• 05		26	1,627	.02		
(6) Other/Unknown	0	77	00.		0	0	00		0	77	00*		· H
(7) TOTAL	77	41,715	.01		2	43	50.		26	1,758	10.		:
9.4. THE NUMBERS IN COLUMN A ARE: NUMBER OF TRACKED GROUP CURRENTLY AS	COLUMN A ED GROU	ARE: P CURREN	TLY ASS	SIGNED			b. THE NU TOTAL P	B. THE NUMBERS IN COLUMN B ARE: TOTAL POPULATION OF TRACKED	COLUMN B	ARE: RACKED	GROUP		
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN ENHANCING BILLETS, IN THE NAVAL RESERVE ARE CONSIDERED OF THE PASE O	NAVAL NAVAL TS, IN T	RESERVE HE NAVAI	FFIRMATIVE IS TO E L RESERV	ACTION(S INSURE E E ARE C	VE ACTION(S) ENSURE EQUITY IN RVE ARE CONSIDERED	TE TO	ASSIGNMEN BE ASSIGN	ENT PROC	ESS FOR TO MAJO	A ALL NA OR STAFF	ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PER BE ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS.	ERVE PI	ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. CAREER BE ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS. FOR FY 89 THIS COMMANDS. THE ASSESSMENT FOR FY 90 MILL EXPAND THE CATEGORY

11. ASSESSMENT
- THE SMALL NUMBER OF MANY TRACKED GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.

CATEGORY IS BASED UPON ASSIGNMENTS TO ECHELON II AND III COMMANDS. THE ASSESSMENT FOR FY 90 WILL EXPAND THE CATEGORY

TO INCLUDE ECHELON IV COMMANDS.

WOMEN EXCEEDED THE 1% OVERALL ASSIGNMENT RATE TO MAJOR STAFFS OR COMMANDS.

ONLY WHITE MALES AND FEMALES NO OTHER TRACKED GROUP WAS REPRESENTED IN ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS. WERE ASSIGNED.

A					PART II	r 11 - DAT	A FROM	PREVIOU	- DATA FROM PREVIOUS FISCAL YEARS	YEARS						
	9	FIN 30 4 3 3 4 3 5 4	1 2	4.a. SUBJ	BJECT TSTED ASS	ASSIGNMENTS	(E-8)			b. CATEGORY ASSIGNMENTS	ORY JENTS					
-		INCC SCO	1	3/8/2		6	FEMALE	ALE		7.	10	TOTAL		8. FO	FOR OSD USE	
	TRACKED	× ×	æ	C (A+B)	D (OSD use)		8	C (A+8)	D (OSO ME)	4	8	C (A+B)	D (OSO use)			
ε	American Indian	ا س	NDT AVAI	ABLE	FOR THIS	YEAR							1			
€	Asian American/ Pacific Islander															Ţ.
ē	Black (Non-Hispanic)															
€	1												1			_
2	White (Non-Hispanic)												1			
9	Other / Unknown															
3	TOTAL															
		ASSESSMENT	FNT F	4.a. SUBJECT	l	ASSIGNMENTS (E-8)	(E-8)	,		b. CATEGORY ASSIGNMENTS	ORY MENTS					
ľ	70 5		1	MALE		و	FEW	FEMALE		7.	ií	TOTAL		8. FO	FOR OSD USE	
	GROUPS	√		CAS	D (OSD use)	4	8	(4.8)	D (OSD use)	Ą	8	C 54.83	D (OSD use)			.
Ε	American Indian	DATA NOT		AVATLABLE	FOR THI	YEAR										
2	1			_												\neg
E	Black (Non-Hispanic)															
€	1									.						
3	White (Non-Hispanic)								·							_
9																- 1
3	TOTAG															
	FV 86	ASSESSMENT	EN F	4.4. SUBJECT ENLISTED	١ ـ	ASSIGNMENTS	S (E-8)	·		b. CATEGORY ASSIGNMENTS						
.[¥	ļ	MALE		9	FEN	FEMALE		7.		TOTAL			FOR OSD USE	
	GROUPS	4	В	C (A+B)	D (OSD use)	4	æ	C (A+B)	D (OSD use)	4		C (A 4.8)	D (OSD use)			1
ε	American Indian/ Alaskan Native	DATA N	NOT AVAIL	ABLE	FOR THIS	YEAR										_
€					•											Τ-
6																_
€	ı															_
E	White (Non-Hispanic)															T
3	Other/Unknown			_	_											\neg
5	TOTAL															7
]5	OD Form 2509 Reverse, DEC 87	erse, DEC	. 87		·			. (7-8							

		MIL	MILITARY EQ	EQL	UAL OPPORTUNITY ASSESSMENT)PPOI	RTUN	IITY ,	ASSE:	SSME	TN			REPORT CONTROL SYMBOL DD-FM&P(A)1760	
A					PA	PART I - DATA FROM CURRENT FISCAL YEAR	TA FRON	1 CURRE	AT FISCAL	L YEAR					
÷			2. DOD COMPON		INT/SUBCOMPONENT	PONENT		3. SOURC	E AGENCY	NAVAL F	3. SOURCE AGENCY NAVAL RESERVE FORCE	FORCE			_
<u>. </u>	FY 89 ASSES	ASSESSMENT	U. S. NAVAL		RESERVE			. OFFICE HUMAN	RESOURC	E MANAG	EMENT (. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)		b. тегерноме NUMBER 504-948-5306	
	4.6. SUBJECT ENLISTED ASSIGNMENTS (E-7)	MENTS ((E-7)					b. CATEGORY ASSIGNMENTS	ory Ments						
	TBACKED	5.	Σ	MALE		Q	FEN	FEMALE		7.	10	TOTAL		8. FOR OSD USE	-
	GROUPS	∢	e	C (A+8)	D (OSD Use Only)	4	89	(8 • N)	O (Vino (Vino	4	8	(A.8)	D (OSD Use carly)	-	
ε	(1) American Indian/ Alaskan Native	0 .	39	00.		0	5	00.		0	77	00.		•	
€	Asian American/ Pacific Islander	1	146	.01		0	7	00*		. 1	150	.01			
6	(3) Black (Non-Hispanic)	3	264	.01		. 2	16	.13		5	280	.02			
€	(4) Hispanic	2	123	.02		0	9	00.		2	129	.02		•	
(2)	(5) White (Non-Hispanic)	99	6,722	.01		8	440	.02		72	7,162	ıó.		4 44 (
9	(6) Other/Unknown	0	146	00.		0	10	00.		0	156	00.	_	· it	

ENHANCING BILLETS, IN THE NAVAL RESERVE ARE CONSIDERED TO BE ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS. FOR FY 89 THIS CATEGORY IS BASED UPON ASSIGNMENTS TO ECHELON II AND III COMMANDS. THE ASSESSMENT FOR FY 90 WILL EXPAND THE CATEGORY CAREER 10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. TO INCLUDE ECHELON IV COMMANDS.

6. THE NUMBERS IN COLUMN 8 ARE: TOTAL POPULATION OF TRACKED GROUP

7,921

.02

481

10

.01

70 17,440

(7) TOTAL

NUMBER OF TRACKED GROUP CURRENTLY ASSIGNED

9.6. THE NUMBERS IN COLUMN A ARE:

11. ASSESSMENT
- THE SMALL NUMBER OF MANY TRACKED GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.

AMERICAN INDIAN/ALASKAN NATIVE DID NOT MEET THE 1% OVERALL ASSIGNMENT RATE TO MAJOR STAFFS OR COMMANDS.

WOMMEN AND ALL OTHER TRACKED GROUPS MET OR EXCEEDED THE OVERALL ASSIGNMENT RATE.

					PART II		A FROM	PREVIOL	- DATA FROM PREVIOUS FISCAL YEARS	YEARS		ł			
	80	ASSESSMENT	IN:	4.4. SUBJE ENLIS	STED ASS	ASSIGNMENTS	(E-7)			6. CATEGORY ASSIGNMENTS	ents Sents				
	200	٠	1	MALE		ف	l	FEMALE		7.	10	TOTAL			FOR OSD USE
	GROUPS	4	8	C (A+8)	D (OSD use)	٧	æ	C (A+8)	D (OSD UTE)	4		C (A + 8)	D (OSO use)		
ε	American Indian/ Alaskan Native	DATA N	NOT AVAIL	ABLE	FOR THIS	YEAR									
	Asian American/ Pacific Islander														
5	Black (Non-Hispanic)														
3	Hispanic														
53	White (Non-Hispanic)														
9	Other/Unknown														
ε	TOTAL '														
	EV 93	ASSESSMENT	ENT	4.a. SUBJECT FNI.ISTED		ASSIGNMENTS	(E-7)	į		ASSIGNMENTS	MENTS				
1	als	٠	1	MAIF	ı	وَ		FEMALE		7.	10	TOTAL		80	FOR OSD USE
	TRACKED	4	8	C (A + B)	D (050 use)	٧	8	C (A+B)	D (OSD use)	٨	В	C (A + B)	D (OSO use)		
ε	American Indian/	1 44	NOT AVA	AVAILABLE 1	FOR THIS	YEAR									₩
€	Asian American/													_	
Ē	Black (Non-Hispanic)														
3	Hispanic														
<u>s</u>	White (Non-Hispanic)														
ē	Other / Unknown													\perp	
ε	TOTACE.														
1	86	ASSESSMENT	ENT	4.4. SUBJECT ENLISTE	l a	ASSIGNMENTS	S (E-7)			b. CATEGORY ASSIGNMENTS					
<u>. </u>	20000	2	1	MALE		ڧ	FEA	FEMALE		7.		TOTAL		si	FOR OSD USE
	GROUPS	٧	в	C (A+B)	D (OSO use)	4	8	C(A+8)	D (OSD use)	∀	a	(K.)	D (OSD use)		
Ξ	American Indian/ Alaskan Native	DATA	NOT AVAI	ABLE	FOR THIS	YEAR								_	
•	Asian American Pacific Islander													_	
î	Black (Non-Hispanic)													1	
€	Hispanic			_										1	,
3	White (Non-Hispanic)													_	
(9)	Other/Unknown			_										1	
8	TOTAL														
9	10 Form 2509 Reverse, DEC 87	erse, DEC	: 87				•	. 1	7-10						

ASSESSMENT
OPPORTUNITY ASSESSMENT
EQUAL
MILITARY EQUAL (

REPORT CONTROL SYMBOL DD-FMLP(A)1760

AL YEAR
FISCAL
CURRENT
FROM
DATA
PART 1

-			12. DOD (2. DOD COMPONENT/SUBCOMPONENT	T/SUBCOM	PONENT		3. SOURC	E AGENCY	NAVAL	3. SOURCE AGENCY NAVAL RESERVE FORCE	FORCE			T
ا ^س	89 ASSESSMENT	SMENT	U. S. NAVAL	NAVAL RI	RESERVE			. OFFICE HUMAN	RESOURC	E MANAC	. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	сорв ос	198)	b. тегерноме number 504-948-5306	
4.a. SUBJECT ENLISTED	4.a. sublect ENLISTED ASSIGNMENTS (E-6)	IENTS (E-6)					b. CATEGORY ASSIGNMENTS	ORY MENTS						
۱	TOACKED	ارة ا	2	MALE		ق	FEM	FEMALE		7.	10	TOTAL		8. FOR OSD USE	
: ७	GROUPS	∢	•	(B. 6)	D (OSD Use only)	∢ .	8	(0 + V) C	(Ajuo O OSO) Q	٧	8	(0 · N)	D (OSD UM Only)		
(1) Ame	(1) American Indian/ Alaskan Native	1	130	.01		0	17	00.		1	147	.01			
(2) Asid Paci	(2) Asian American/ Pacific Islander	0	401	00.		0	23	00.		. 0	424	.00			
(3) Black (Non-	Black (Non-Hispanic)	16	1,344	.01		۶ .	211	.02		21	1,555	.01			
(4) Hispanic	Jank	7	455	00.		0	30	00.		2	485	00.		•	
(5) White (Non-t	White (Non-Hispanic)	87	87 16,831	.01		21	1,686	.01		108	18,517	ιġ·		· (
(6) Oth	(6) Other/Unknown	0	408	.00		0	51	00.		0	459	00.		•	
(7) TOTAL	AL	106	106 1/9,569	.01		26	2,018	.01		132	132 21,587	.01		:	
9.e. THE NUMBEI	9.4. THE NUMBERS IN COLUMN A ARE: NUMBER OF TRACKED GROUP CURRENTLY AS	OLUMN A	ARE: P CURRE	NTLY AS:	SIGNED		·	b. THE NU TOTAL P	MBERS IN	COLUMN B	B. THE NUMBERS IN COLUMN B ARE: TOTAL POPULATION OF TRACKED GROUP	GROUP		-	

ENHANCING BILLETS, IN THE NAVAL RESERVE ARE CONSIDERED TO BE ASSIGNMENTS TO MAJOR STAFFS OR COMMANDS. FOR FY 89 THIS CATEGORY IS BASED UPON ASSIGNMENTS TO ECHELON II AND III COMMANDS. THE ASSESSMENT FOR FY 90 WILL EXPAND THE CATEGORY CAREER 10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE EQUITY IN THE ASSIGNMENT PROCESS FOR ALL NAVAL RESERVE PERSONNEL. TO INCLUDE ECHELON IV COMMANDS.

11. ASSESSMENT
THE SMALL NUMBER OF MANY TRACKED GROUPS, ESPECIALLY AMONG WOMEN, RENDERS STATISTICALLY INSIGNIFICANT DATA.

- WOMEN, BLACKS, AND AMERICAN INDIAN/ALASKAN NATIVES MET THE 1% OVERALL ASSIGNMENT RATE TO MAJOR STAFFS OR COMMANDS.
- HISPANICS AND ASIAN AMERICANS DID NOT MEET THE OVERALL RATE OF 1%.

					2	ART II	- DATA	FROM	PREVIOL	PART II - DATA FROM PREVIOUS FISCAL YEARS	YEARS					
	,			4.2. SUBJECT	ı.			5			b. CATEGORY ASSTGNMENTS	ORY				
	FY 88 A	ASSESSMENT	INT	ENLI	اء	SSIG	ASSIGNMENTS	اڭ			WOJECH .		TOTAL		4	FOR OSD USE
1		5.	2	MALE		۲	ľ	FEMALE	, Att		,			0,000	_	
	GROUPS	۷	æ	Chie		-	4	-	200	D fost use)	4					
ε	American Indian/	DATA N	NDT AVAIL	ABLE	R E	THIS YI	YEAR								1	
8	Assan American/				_	\dashv									1	
Ē	Black (Non-Mispanic)					-									1	
3	Hispanic					_									1	
(S)	White (Mon-Hispanic)								}						\downarrow	
9	Other / Unknown			_											1	
3	TOTAL														_	
				4.2. SUB				3	1		b. CATEGORY	ASSTERORY				
	FY 87 A	ASSESSMENT		ENLISTED	•	SSIGN	ASSIGNMENTS	(0-3)			1004		TOTAL		-	FOR OSD USE
ŀ		5.		MALE	ŀ	<u>ا</u> ف	Ī	•	FEMALE			-		D 1050 use	-	
	GROUPS	ď	8	3.30	D (050 use)	_	₹		(8.8)	0.000 (86)						
ε	American Indian/	DATA N	NOT AV	AVAILABLE	ĕ	THIS	YEAR							1	1	
3	Assa American/				_	-							1	1	\downarrow	
E	Black (Non-Hispanic)														1	
3	Hispanic					-								1	4	
3	White (Non-Hispanic)					\dashv								1	1	
9	Other / Unknown					_		·							1	
3	TOTAC			_												
1		ACCECCACENT		4.5. SUBJECT FNT.TSTED		ASSIG	ASSIGNMENTS	(E-6)			b. CATEGORY ASSIGNMENTS	SORY				
		433633W	1			۲			FEMALE		-		TOTAL		-	FOR OSD USE
	TRACKED	<u>۷</u>	9	MALE C (A + B)	D (050 use)) ree)	V	æ	C (A+8)	D (OSO use)			C (A+B)	O (OSO	3	
ε	American Indian/	1 .	NOT AVAI		FOR THIS	_	YEAR						_	1	4	
≘	Asian American			_	_								_	\perp	4	
<u>©</u>	Black (Non-Hispanic)												_	_	4	
€	1					1								_	+	
8	White (Non-Hispanic)					+							1	1	4	
3					_						1		1	$\frac{1}{1}$	+	
ε	TOTAL										_		_	_	-	
19	OD Form 2509 Reverse, DEC 87	erse, DEC	. 87						•	7-12						

DD-FM&M(A)17(WILLIANT EQUAL OFFONIONIT ASSESSIVIENT
REPORT CONTROL S	MAILITARY EDITAL DEPORTIBILITY ACCESSMENT

SYMBOL 3

•		PART I - DATA FROM CURRENT FISCAL YEAR	IM CURRENT FISCAL	YEAR	
-		2. DOD COMPONENT/SUBCOMPONENT	3. SOURCE AGENCY	3. SOURCE AGENCY NAVAL RESERVE FORCE	
FY 89 ASSESSMEN	MENT	U. S. NAVAL RESERVE	A. OFFICE HUMAN RESOURCE	OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	504-948-5306
4.a. SUBJECT		-	b. CATEGORY	MIN A MANAGE OF THE PARTY OF TH	S E
DISCRIMINATION			DISCRIMINATION	DISCRIMINATION/SEXUAL HARASSMENI COMPLAINIS	15

Ω	DISCRIMINATION							DISCRI	TINALIO	V SEAUR	C HARAS	SFIELT CO	DISCRIMINALION/SEAUAL MANASSMENT COM MAINTS		_
L	TRACKED	5.	W	MALE		9	FEA	FEMALE		7.	10	TOTAL		B. FOR OSD USE	_
	GROUPS	<	8	(A+8)	(Apos 050) Q	4	8	(B+V)	D (OSO Use Only)	٧	8	(8 • W)	OSD Use	•	
ξ_	(1) American Indian/ Alaskan Native	0	0	00.		0	0	00.		0	0	00.		٠	
≊	(2) Asian American/ Pacific Islander	0	0	00.		0	0	00.			0	00°			
6	Black (Non-Hispanic)	2	4	.50		. 1	1	1.00		3	5	09.			
€	(4) Hispanic	0	1	00.		0	0	00°		0	1	00.		•	
(\$)	(S) White (Non-Hispanic)	0	1	00.		0	1	00.		0	2	óo•		* * *	
(9)	(6) Other/Unknown	0	0	00.		0	0	00.		0	0	00.		- ii	
ε	(7) TOTAL	2	9 ,	.33		1	2	05.		3	8	.38		:	
2 2	NUMBER OF COMPLAINTS SUBSTANTIATED	INTS SU	ARE: BSTANTI	TATED				6. THE NU NUMBER	b. THE NUMBERS IN COLUMN B ARE: NUMBER OF COMPLAINTS	COLUMN B	ARE:			:	
9	10. STATEMENT OF SERVICE / COMPONENT AFFIRMATIVE ACTION(S)	MOD/ 3DIA	POWFWTA	FFIRMATIVE	S ACTION(S									A STATE WILL COLL WILL	

19. STATEMENT OF SERVICE COMPONENT AFFIRMATIVE ACTION BY THE THAT AN EFFECTIVE DISCRIMINATION COMPLAINT SYSTEM EXISTS. TO MEET THIS GOAL THE NAVAL RESERVE'S GOAL IS TO ENSURE THAT AN EFFECTIVE DISCRIMINATION COMPLAINT SYSTEM EXISTS. TO MEET THIS GOAL THE THE NAVAL RESERVE HAS WIDELY PUBLISHED THE COMNAVRESFOR INSPECTOR GENERAL'S NAVAL RESERVE REQUIRES ALL MEMBERS TO ATTEND NAVY RIGHTS AND RESPONSIBILITIES WORKSHOPS WHICH EXPLAIN IN DETAIL THE HOTLINE NUMBER AS AN ADDITIONAL MEANS OF REPORTING DISCRIMINATION COMPLAINTS. NAVY'S GRIEVANCE AND REDRESS PROCEDURES.

- ASSESSMENT WIDESPREAD KNOWLEDGE OF COMNAVRESFOR INSPECTOR GENERAL HOTLINE LED TO SIX DISCRIMINATION COMPLAINTS WITH THREE COMPLAINTS BEING SUBSTANTIATED.
- ONLY TWO DISCRIMINATION COMPLAINTS WERE SUBMITTED VIA THE FORMAL GRIEVANCE PROCEDURE WITH NONE SUBSTANTIATED.
 - THE MAJORITY OF COMPLAINTS SUBMITTED AND ALL OF THE COMPLAINTS SUBSTANTIATED WERE FROM BLACKS.
- MEN SUBMITTED THREE TIMES THE COMPLAINTS OF WOMEN BUT ONLY 33% OF COMPLAINTS WERE SUBSTANTIATED FOR MEN AS COMPARED TO 50% FOR WOMEN. ŧ

					PART II	II - DAT	A FROM	PREVIOL	- DATA FROM PREVIOUS FISCAL YEARS	YEARS		í	ĺ		•
				4.a. SUBJE	BJECT					b. CATEGO	ORY TNA T TON	b. CATEGORY	HARASSMENT		COMPLAINTS
	FY 88 A	ASSESSMENT	INT	DISCRI	MINATION					O L SCINTIN	,				FOR OSD USE
	Carret	\ \ \	ļ	MALE		6.	FEMALE	ALE 		<u>-</u>	- 1	IOIAL	1000		
		4	8	C (A+8)	D (OSD use)	4		(A + B)	D (OSD cre)	√	•	200	(2000)		
ε	Argerican Indian/	0	0	90.		0	0	8		٥		30			
€	Asian American/	0	0	00.		0	0	.00		0	0	8.			
6	Black Mod Historycic)		-	1.00		0	0	.00		1	1	1.00			
€	Hispanic	C	0			0	1	.00		0	1	00.			
<u> (S</u>	White			8		0	0	.00		0	0	00.			
િક	Uther / Unknown	,		8		1	1	1.00		1	1	1.00			
ε [TOTAL	, -		1.00		1	2	.50		2	3	.67			
	8.7			4.3. SUBJ	RIMINATION	z				Pofates	MYNATIC	DISCRIMINATION/SEXUAL		HARASSMENT CON	COMPLAINTS
		Assessment	- [EN	FEMALE		7	2	TOTAL		8. FOR	FOR OSD USE
	TRACKED	5.	- 1	MALE	0,000	٥	8	C (A - B)	D (OSD use)	٨	8	C (A+B)	D (OSD use)		
Ξ	American Indian/	4	-	8		0	0	00.		0	0	9.			
18	- 1			1_	-	C	0	00.		0	0	00.			
E	ı,			1		°	0	8.		0	0	.00			
9	(Non-Hispanic)			1_		0	0	8.		0	-	8.			
: ⊙	1			L		0	0	8.	·	0	-	00.			
	- 1	o o		1		°	°	8.		0	0	00.			
				1_		°	°	8.		0	2	%			
	1010	-		_						S S	SORY VINATIO	CATEGORY SCHEMATION / SEXIIAL		HARASSMENT CON	COMPLAINTS
	FY 86	ASSESSMENT	1	DISCR	DISCRIMINATION	Z				DISCRI	TIMETT	TOTAL			FOR OSD USE
	TRACKED	5		MALE		اق		FEMALE	1000	 -		C (A + 8)	D (OSD use)		
	GROUPS	٨		C N 20	٥			3							
€_	Alaskan Native	DATA N	NOT AVAIL	ABLE	FOR THIS	YEAR									
8	١												1		
€										1		1			
€					_				_		1				
<u>6</u>	White (Non-Hispanic)			_			1		1		_		1		
9) Other/Unknown		_		-					1	1		1		
8) TOTAL														
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FY 89 ASSES	ASSESSMENT	U. S. NAVAL	NAVAL R	RESERVE			a. OFFICE HUMAN R	ESOURCE	MANAGE	MENT (C	A. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	B)	b. TELEPHONE NUMBER 504-948-5306
4.4. SUBJECT SEXUAL HARASSMENT	ENT		!				b. CATEGO DISCRIM	ORY INATION	/SEXUAL	HARASS	b. CAIEGORY DISCRIMINATION/SEXUAL HARASSMENT COMPLAINTS	MPLAIN	IS
TRACKED	5.	W/	MALE		6.	FEN	FEMALE		7.	10	TOTAL		8. FOR OSD USE
GROUPS	4	8	(a+a)	OSD USE	4	8	(8+V)	esh aso) O	4	88	(8 + 8) (7 + 8)	D (OSD USE Only)	
(1) American Indian/ Alaskan Native	0	0	00.		0	0	00.		0	0	00.		
(2) Asian American/ Pacific Islander	0	0	00.		0	0	00.		0	0	00.		
(3) Black (Non-Hispanic)	0	0	00.		. 1	1	1.00		1	. 1	1.00		
(4) Hispanic	0	0	00.		0	0	00*		0	0	00.		
(5) White (Non-Hispanic)	0	0	.00		3	5	09.		3	5	.60		
(6) Other/Unknown	0	0	.00		0	1	00.		0	1	00.		· W
(7) TOTAL	0	0	00.		7	7	.57		4	7	.57		•
9. THE NUMBERS IN COLUMN A ARE: NUMBER OF COMPLAINTS SUBSTANTIATED	COLUMN A	ARE: SUBSTANT	TATED				6. THE NU NUMBER	b. THE NUMBERS IN COLUMN B ARE: NUMBER OF COMPLAINTS	COLUMN B	ARE:			

THE NAVAL RESERVE HAS WIDELY PUBLISHED THE COMNAVRESFOR INSPECTOR GENERAL'S 10. STATEMENT OF SERVICE/COMPONENT AFFINMATIVE ACTION(S)
THE NAVAL RESERVE'S GOAL IS TO ENSURE THAT AN EFFECTIVE SEXUAL HARASSMENT COMPLAINT SYSTEM EXISTS. TO MEET THIS GOAL
THE NAVAL RESERVE REQUIRES ALL MEMBERS TO ATTEND NAVY RIGHTS AND RESPONSIBILITIES WORKSHOPS WHICH EXPLAIN IN DETAIL HOTLINE NUMBER AS AN ADDITIONAL MEANS OF REPORTING SEXUAL HARASSMENT COMPLAINTS. THE NAVY GRIEVANCE AND REDRESS PROCEDURES.

- ASSESSMENT FIVE OF SEVEN COMPLAINTS WERE RECEIVED VIA HOTLINE CALLS.
- ONLY WOMEN SUBMITTED SEXUAL HARASSMENT COMPLAINTS WITH ONE BEING SUBMITTED BY A BLACK FEMALE.
- BOTH THE NUMBER OF COMPLAINTS RECEIVED AND THE NUMBER OF COMPLAINTS SUBSTANTIATED INCREASED DRAMATICALLY OVER FY 88 INCIDENTS. THE INCREASE IS ATTRIBUTED TO INCREASED AWARENESS OF THE NAVY SEXUAL HARASSMENT POLICY AND ACCESS TO THE COMNAVRESFOR INSPECTOR GENERAL'S HOTLINE.

					PART	II - DAT	A FROM	PREVIOU	PART II - DATA FROM PREVIOUS FISCAL YEARS	YEARS						
	88	ACCCCMENT	12	4.4. SUBJE SEXUAL	ECT L HARASSMENT	TENT				b. CATEGO	INATION	b. Category Discrimination/sexual		MENT C	HARASSMENT COMPLAINTS	
ł		SSESSIMI	١				FEMALE	A.E.		, i	TOTAL	TAL		8.	FOR OSD USE	
	TRACKED	× ×	8	C(A+8)	D (OSD use)	4	8	C (A + B)	D (OSD use)	¥	8	9.5	D (oso use)			Т
ε	American Indian/	0	0	00.		0	0	00.		0	0	8.				T
€	Asian American/		0	00.		0	0	00.		0	0	00.				T
6	Black (Non-Hispanic)	0	0	.00		0	0	8.		0	0	00.				T
€	Hispanic	0	0	00.		0	0	8.		0	0	00				Т
3	White (Non-Hispanic)	0	0	.00		1		1.00		-	-	1.00		1		T
13	Other/Unknown	0	0	00.		0	0	00.		0	0	8				T
3	TOTAL .	-	C	00				1.00		1	-1	1.00				T
1		ACCECCAAENT	١.	F-	ECT TABASS	WENT				b. CATEGORY DISCRIMIN	ORY IINATION	b. Cafegory DISCRIMINATION/SEXUAL	HARASSMENT	1	COMPLAINTS	
- 1	1	2355	1	MAIS	SEXUAL DARASSMENT	6.	FEW	FEMALE		7.	10	TOTAL		99	FOR OSD USE	
	TRACKED	ć	٩	(A.8)	D (050 use)	V	8	C (A+8)	D (OSD use)	۷	В	C (A+B)	D (OSO use)			T
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1			1	4.a. SUE	JECT UABACCMENT	AFINT				b. CATEGORY DISCRIMIN	SORY MINATIO	b. Category DISCRIMINATION/SEXUAL		HARASSMENT	COMPLAINTS	
٠,	FY 8b	ASSESSMEN	Į		iccurium 7	١	1	FEMALE		1	۲	TOTAL		ė	FOR OSD USE	
	TRACKED	ه ا		MALE C (A+8)	D (OSD use)	+-	B	C (A+B)	O (OSD'USE)	4	æ	C (A+B)	D (OSD UNE)			
lΞ	144	 ⊲:	NOT AVA		<u>—</u>	YEAR							1	1		
2											1			1		
E													1	\perp	-	
Ê											1	1	1	\downarrow		
3	.) White (Non-Hispanic)				_			_	1							1
9) Other/Unknown			_					1	1	1	1	1	1		1
1.0	7) TOTAL													4		•
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OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) SOURCE AGENCY: NAVAL RESERVE FORCE . N U. S. NAVAL RESERVE COMPONENT:

TELEPHONE NUMBER: 504-948-5306

STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION: THE GOAL OF THE NAVAL RESERVE IS TO CATEGORY: UTILIZATION OF SKILLS ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN PARTICIPATE EQUITABLY IN ALL EXPECTED NUMBER/ IN SUBJECT AREA REPRESENTATION OVER OR UNDER UNDER BY 80% UNDER BY 11% UNDER BY 36% 80 OVER BY 31% OVER BY 11% UNDER BY 2,574 2,266 EVEN EVEN 166 28 20 OF TRACKED GROUP 4 IN SUBJECT AREA NUMBER/PERCENT 8.1% 185 9.8% 63 7.9% 11.6% 5.6% 26 8.8% 8.8% 1.8% 40 2,574 2,267 OFFICER - ENGINEERING, MAINTENANCE OF TRACKED GROUP NUMBER/PERCENT 139 1.1% TOTAL FORCE 0.5% 796 320 344 1.2% 2.7% 25,498 88.8% 1,871 6.5% 28,968 3,484 12.0% 100.02 (TOTAL ALL GROUPS) PACIFIC ISLANDER AMERICAN INDIANA ASIAN AMERICAN/ ALASKAN NATIVE OTHER/UNKNOWN SUBJECT: HISPANIC BLACK WHITE TOTAL **WOMEN** ເນ ເນ

HISTORICAL DATA IS NOT MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. ASSESSMENT

OCCUPATIONAL AREAS. ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER

TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS.

OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) NAVAL RESERVE FORCE 504-948-5306 TELEPHONE NUMBER: SOURCE AGENCY: 6 NAVAL RESERVE S. D. COMPONENT:

3. SUBJECT: 0	OFFICER - INTELLIGENCE	**************************************	CATEGORY: UTILIZATION OF SKILLS
	***************************************	********	аванаванаванаванаванаванаванаванаванава
	NUMBER/PERCENT	MBER/PERC	OVER OR UNDER
		TRACKED	PRESENTAT
	TOTAL FORCE	IN SUBJECT AREA	IN SUBJECT AREA
AMERICAN INDIAN/	139	14	1.4
ALASKAN NATIVE	0.5%	10.0%	EVEN
ASIAN AMERICAN/	344	22	35
PACIFIC ISLANDER	R 1.2%	6.4%	UNDER BY 38
BLACK	796	54	82
	2.7%	6.7%	UNDER BY 34%
HISPANIC	320	20	33
	1.1%	6.2%	UNDER BY 39%
WHITE	25,498	2,587	2,621
	88.8%	10.1%	UNDER BY 1%
OTHER/UNKNOWN	1,871	281	192
	6.5%	15.0%	OVER BY 46%
TOTAL	28,968	2,978	2,978
	100.0%	10.2%	EVEN
WOMEN	3,484	266	357
(TOTAL ALL GROUPS)		7.6%	UNDER BY 26%
***********	*******************	*************	- 本家家家家家家家家家家家家家家家家家家家家家家家家家家家家家家家家家家家家
5. STATEMENT O	STATEMENT OF SERVICE/COMPONENT AFF:	AFFIRMATIVE ACTION:	F THE NAVAL RE
ENSURE, WITHIN	CONSTRAINTS, MINO	RITIES AND WOMEN F	CIPATE EQUITABLY IN ALL
OCCUPATIONAL AREAS.	ALL PERSONNEL ARE	URAGED TO	
TO UNDER POPULA	TO UNDER POPULATED OCCUPATIONAL AREAS THUS	IMPROVING	CAREER DEVELOPMENT PATHS.

HISTORICAL DATA IS NOT EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE AL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. ASSESSMENT AVAILABLE.

OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) SOURCE AGENCY: NAVAL RESERVE FORCE A. ς; U. S. NAVAL RESERVE COMPONENT:

TELEPHONE NUMBER: 504-948-5306 <u>щ</u>

UTILIZATION OF SKILLS CATEGORY: 4 OFFICER - HEALTH CARE

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HISTORICAL DATA IS NOT MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. ASSESSMENT AVAILABLE. φ.

SOURCE AGENCY: NAVAL RESERVE FORCE A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) TELEPHONE NUMBER: 504-948-5306 U. S. NAVAL RESERVE COMPONENT:

3. SUBJECT: OFFICE	OFFICER - ADMINISTRATORS	**************************************	INISTRATORS 4. CATEGORY: UTILIZATION OF SKILLS
NUMBER OF TRA	NUMBER/PERCENT OF TRACKED GROUP TOTAL FORCE	NUMBER/PERCENT OF TRACKED GROUP IN SUBJECT AREA	EXPECTED NUMBER/ OVER OR UNDER REPRESENTATION IN SUBJECT AREA
AMERICAN INDIAN/ ALASKAN NATIVE	139 0.5%	25 17.9%	18 OVER BY 40%
ASIAN AMERICAN/ PACIFIC ISLANDER	344 1.2%	48 13.9%	44 OVER BY 9%
BLACK	796	173	102 OVER BY 602
HISPANIC	320	5 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	d A
WHITE	25,498 88,8%	3,249	1 R BY
OTHER/UNKNOWN	1,871	174	BY 2
TOTAL	28,968 100.0%	3,716 12.8%	3,716 EVEN
WOMEN (TOTAL ALL GROUPS) **********	3,464 12.0% *********	911 26.1%	WOMEN (TOTAL ALL GROUPS) 12.0% 26.1% OVER BY 104%
5. STATEMENT OF SERVICE/COMPONENT ENSURE, WITHIN LEGAL CONSTRAINTS, NOCCUPATIONAL AREAS. ALL PERSONNEL TO UNDER POPULATED OCCUPATIONAL ARE	VVICE/COMPONENT AFFI CONSTRAINTS, MINOR ALL PERSONNEL ARE	MPONENT AFFIRMATIVE ACTION: AINTS, MINORITIES AND WOMEN I RSONNEL ARE ENCOURAGED TO CHA ONAL AREAS THUS IMPROVING CAI	I: THE GOAL OF THE NAVAL RESERVE IS TO IN PARTICIPATE EQUITABLY IN ALL CHANGE PROFESSIONAL FIELDS FROM OVER CAREER DEVELOPMENT PATHS.

HISTORICAL DATA IS NOT MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE ASSESSMENT AVAILABLE.

OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) SOURCE AGENCY: NAVAL RESERVE FORCE . 8 S. NAVAL RESERVE u. COMPONENT:

A. OFFICE: HUMAN RESOURCE MANAGEMEN B. TELEPHONE NUMBER: 504-948-5306

3. SUBJECT: OFFI	OFFICER - TACTICAL OPERATIONS	TIONS 4.	CATEGORY: UTILIZATION OF SKILLS
*************************	*	****************	*******************
			EXPECTED NUMBER/
	C)	MBER/PERC	OVER OR UNDER
	€!	TRACKED	PRESENTAT
	TOTAL FORCE	IN SUBJECT AREA	IN SUBJECT AREA
AMERICAN INDIAN/	139	ន	47
ALASKAN NATIVE	0.5%	25.1%	UNDER BY 27%
ASIAN AMERICAN/	344	76	118
PACIFIC ISLANDER	1.2%	22.0%	UNDER BY 36%
BLACK	796	182	273
	2.7%	22.8%	UNDER BY 33%
HISPANIC	320	77	110
	1.1%	24.0%	UNDER BY 30%
WHITE	25,498	9,074	8,749
	88.8%	35.5%	OVER BY 4%
OTHER/UNKNOWN	1,871	496	642
	6.5%	26.5%	UNDER BY 23%
TOTAL	28,968	9,940	9,940
	100.0%	34.3%	EVEN
WOMEN	3,484	62	1,193
(TOTAL ALL GROUPS)		1.7%	UNDER BY 95%
CONTRACTOR OF TOTAL CONTRACTOR OF THE CONTRACTOR		**************************************	THE STREET AND DESCRIPTION ACTION ACTION OF THE GOAL OF THE MANAGER TREET TO TO TO THE DESCRIPTION AND THE TOTAL OF THE TO
ENSURE, WITHIN LEGAL CONSTI	RAINTS,	MINORITIES AND WOMEN PARTICIPATE	EQUITABLY IN ALL
OCCUPATIONAL AREAS. TO UNDER POPULATED	ALL PERSONNEL AR	E ENCOURAGED TO CHA	CAREER DEVELOPMENT PATHS.

HISTORICAL DATA IS NOT MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE ASSESSMENT AVAILABLE.

HUMAN RESOURCE MANAGEMENT (Code 009B) TELEPHONE NUMBER: 504-948-5306 SOURCE AGENCY: NAVAL RESERVE FORCE OFFICE: . 2 S. NAVAL RESERVE ₽. COMPONENT:

3. SUBJECT: ENLISTED - ELECTRONIC	D - ELECTRONIC EQU	EQUIPMENT REPAIR	3. SUBJECT: ENLISTED - ELECTRONIC EQUIPMENT REPAIR 4. CATEGORY: UTILIZATION OF SKILLS
	NUMBER/PERCENT	NUMBER/PERCENT	EXPECTED NUMBER/
	OF TRACKED GROUP	OF TRACKED GROUP	REPRESENTATION
	TOTAL FORCE	IN SUBJECT AREA	IN SUBJECT AREA
AMERICAN INDIAN/	923	73	72
ALASKAN NATIVE	0.8%	7.9%	OVER BY 12
ASIAN AMERICAN/	2,444	158	192
PACIFIC ISLANDER	2.0%	6.4%	UNDER BY 18%
BLACK	15,074	837	1,182
	12.3%	5.5%	UNDER BY 28%
HISPANIC	5,638	345	442
	4.6%	6.1%	UNDER BY 22%
WHITE	96,043	7,991	7,532
	78.4%	8.3%	OVER BY 6%
OTHER/UNKNOWN	2,415	206	189
	2.0%	8.5%	OVER BY 9%
TOTAL	122,537	9,610	9,610
	100.0%	7.8%	EVEN
WOMEN	18,186	528	1,193
(TOTAL ALL GROUPS)	14.8%	2.9%	UNDER BY 56%
**************************************	***************	***************************************	***************************************
5. SIAIEMENI OF SERVICE/COMPONENT AFFIRMATIVE ACTION: ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN	CONSTRAINTS, MINO	AFFIRMALIVE ACTION: MINORITIES AND WOMEN P.	INE COAL OF INE NAVAL NESENVE IS 10 PARTICIPATE EQUITABLY IN ALL
OCCUPATIONAL AREAS. TO UNDER POPULATED O	UPATIONAL AREAS. ALL PERSONNEL ARE UNDER POPULATED OCCUPATIONAL AREAS T	: ENCOURAGED TO CHANGE THUS IMPROVING CAREER	PROFES DEVELO

MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE AL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED 6. ASSESSMENT

OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) SOURCE AGENCY: NAVAL RESERVE FORCE 504-948-5306 TELEPHONE NUMBER: 7 NAVAL RESERVE . S u. COMPONENT:

3. SUBJECT: ENLISTED	ID - HEALTH CARE	**************************************	3. SUBJECT: ENLISTED - HEALTH CARE
	NUMBER/PERCENT OF TRACKED GROUP	NUMBER/PERCENT OF TRACKED GROUP	EXPECTED NUMBER/ OVER OR UNDER REPRESENTATION
		SUBJECT	IN SUBJECT AREA
AMERICAN INDIAN/	923	92	101
ALASKAN NATIVE	0.8%	%6.6	UNDER BY 9%
ASIAN AMERICAN/	2,444	417	266
PACIFIC ISLANDER	2.0%	17.0%	OVER BY 56%
BLACK	15,074	2,000	1,644
	12.3%	13.2%	OVER BY 22%
HISPANIC	5,638	826	615
	4.6%	14.6%	OVER BY 34%
WHITE	96,043	9,749	10,477
	78.4%	10.1%	UNDER BY 7%
OTHER/UNKNOWN	2,415	283	263
	2.0%	11.7%	OVER BY 7%
TOTAL	122,537	13,367	13,367
	100.0%	10.9%	EVEN
WOMEN	18,186	4,635	1,978
(TOTAL ALL GROUPS)	14.8%	25.4%	OVER BY 134%
**************************************	**************************************	**************************************	
TO UNDER POPULATED OCCUPATIONAL AREAS		THUS IMPROVING CAR	CAREER DEVELOPMENT PATHS.

6. ASSESSMENT. EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) 504-948-5306 SOURCE AGENCY: NAVAL RESERVE FORCE TELEPHONE NUMBER: œ. U. S. NAVAL RESERVE COMPONENT:

3. SUBJECT: ENLISTED -	D - FUNCTIONAL SUPPORT,	PORT, ADMIN	3. SUBJECT: ENLISTED - FUNCTIONAL SUPPORT, ADMIN 4. CATEGORY: UTILIZATION OF SKILLS
	NUMBER/PERCENT	NUMBER/PERCENT	EXPECTED NUMBER/ OVER OR UNDER
	OF TRACKED GROUP TOTAL FORCE	OF TRACKED GROUP IN SUBJECT AREA	REPRESENTATION IN SUBJECT AREA
AMERICAN INDIAN/	923	141	135
ALASKAN NATIVE	0.8%	15.2%	OVER BY 5%
ASIAN AMERICAN/	2,444	394	357
PACIFIC ISLANDER	2.0%	16.1%	OVER BY 10%
BLACK	15,074	2,441	2,203
	12.3%	16.1%	OVER BY 11%
HISPANIC	5,638	400	824
	4.6%	12.5%	UNDER BY 14%
WHITE	96,043	13,801	14,036
	78.4%	14.3%	UNDER BY 2%
OTHER/UNKNOWN	2,415	422	353
	2.0%	17.4%	OVER BY 20%
TOTAL	122,537	17,908	17,908
	100.0%	14.6%	EVEN
WOMEN	18,186	5,470	2,650
(TOTAL ALL GROUPS)	14.8%	30.0%	OVER BY 106%
***********	************	************	*************************************
5. STATEMENT OF SERVICE/COMPONENT	IVICE/COMPONENT AFF	AFFIRMATIVE ACTION:	F THE NAVAL RE
ENSURE, WITHIN LEGAL CONSTRAINTS, MINORITIES AND WOMEN	CONSTRAINTS, MINO	RITIES AND WOMEN I	ICIPATE EQUITABLY IN ALL
OCCUPATIONAL AREAS. TO UNDER POPULATED O	UPATIONAL AREAS. ALL PERSONNEL ARE ENCO UNDER POPULATED OCCUPATIONAL AREAS THUS	URAGED TO IMPROVING	CHANGE PROFESSIONAL FIELDS FROM OVER CAREER DEVELOPMENT PATHS.

HISTORICAL DATA IS NOT 6. ASSESSMENT. EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT AVAILABLE.

OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) SOURCE AGENCY: NAVAL RESERVE FORCE TELEPHONE NUMBER: 504-948-5306 A. . 8 NAVAL RESERVE . ໝ . = COMPONENT:

CATEGORY: UTILIZATION OF SKILLS EXPECTED NIMBER/ 4 SUBJECT: ENLISTED - ELECTRICAL/MECHANICAL REPAIR ر ري

	NUMBER/PERCENT OF TRACKED GROUP TOTAL FORCE	NUMBER/PERCENT OF TRACKED GROUP IN SUBJECT AREA	EXFECTED NUMBER/ OVER OR UNDER REPRESENTATION IN SUBJECT AREA
AMERICAN INDIAN/ ALASKAN NATIVE	923 0.8%	150 16.2%	162 UNDER BY 8%
ASIAN AMERICAN/ PACIFIC ISLANDER	2,444 2.0%	542 22.1%	429 OVER BY 26%
ВГАСК	15,074	2,083	2,649
HISPANIC	5,638	40.51 040	1 1
WHITE	4.6% 96,043	16.6%	R BY 77
OTHER/UNKNOWN	78.4% 2,415 2,0%	18.1% 405 16.7%	OVER BY 3% 424 INDEP BV 5%
TOTAL	122,537	21,533 17.5%	3 2
WOMEN (TOTAL ALL GROUPS)	18,186 14.8%	4.2%	3,187 UNDER BY 76%
**************************************	**************************************	**************************************	**************************************

BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT OVER/UNDER REPRESENTATION IS DETERMINED . EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. ASSESSMENT

ALL PERSONNEL ARE ENCOURAGED TO CHANGE PROFESSIONAL FIELDS FROM OVER

TO UNDER POPULATED OCCUPATIONAL AREAS THUS IMPROVING CAREER DEVELOPMENT PATHS

OCCUPATIONAL AREAS.

SOURCE AGENCY: NAVAL RESERVE FORCE A. OFFICE: HUMAN RESOURCE MANAGEMENT (Code 009B) 504-948-5306 TELEPHONE NUMBER: ? S. NAVAL RESERVE . = COMPONENT:

SUBJECT: ENLISTED - CRAFTSMEN

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CATEGORY: UTILIZATION OF SKILLS

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	NUMBER/PERCENT OF TRACKED GROUP TOTAL FORCE	NUMBER/PERCENT OF TRACKED GROUP IN SUBJECT AREA	EXPECTED NUMBER/ OVER OR UNDER REPRESENTATION IN SUBJECT AREA
AMERICAN INDIAN/	923	116	105
ALASKAN NATIVE	0.8%	12.5%	OVER BY 11%
ASIAN AMERICAN/	2,444	157	277
PACIFIC ISLANDER	2.0%	6.4%	UNDER BY 43%
BLACK	15,074	776	ţ
HISPANIC	12.3%	5.1%	H
	5,638	481	H
WHITE	4.6%	8.5%	я ВҮ
	96,043	12,111	77
OTHER/UNKNOWN	78.4% 2,415	12.6% 237	OVER BY 11% 274
TOTAL	2.0%	9.8%	UNDER BY 13%
	122,537	13,878	13,878
	100.0%	11.3%	EVEN
WOMEN	18,186	247	2,054
(TOTAL ALL GROUPS)	14.8%	1.3%	UNDER BY 88%
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BY DIVIDING ACTUAL NUMBER BY EXPECTED NUMBER AND IS DEPICTED ABOVE. HISTORICAL DATA IS NOT MULTIPLIED BY TOTAL ASSIGNED TO THE SUBJECT AREA. OVER/UNDER REPRESENTATION IS DETERMINED EXPECTED NUMBER IS BASED ON TRACKED GROUPS PERCENTAGE OF TOTAL FORCE ASSESSMENT AVAILABLE.

ASSESSMENT
OPPORTUNITY
MILITARY EQUAL
ARY

REPORT CONTROL SYMBOL DD-FMEP(A)1760

PART I - DATA FROM CURRENT FISCAL YEAR

-		2. DOD C	OMPONEN	2. DOD COMPONENT/SUBCOMPONENT	PONENT		3. SOURC	3. SOURCE AGENCY NAVAL RESERVE FORCE	NAVAL R	ESERVE	FORCE		
FY 89 ASSESSMENT	SMENT	U. S. NAVAL	AAVAL RI	RESERVE			. OFFICE HUMAN	. OFFICE HUMAN RESOURCE MANAGEMENT (CODE 009B)	E MANAG	EMENT (CODE 00		b. TELEPHONE NUMBER 504-948-5306
4.8. SUBJECT NO JUDICIAL PUNISHMENT	JUDICIA	AL PUNIS	SHMENT				b. CATEGORY DISCIPLINE	ORY LINE					
TRACKEN	S.	W	MALE		9	FEM	FEMALE		7.	TOTAL	LAL		8. FOR OSD USE
GROUPS	∢	8	(A+8)	D (OSD Use only)	4	8	(4+8)	D (OSD UNE Only)	٧	62	(G. M	(Avo (030)	
(1) American Indian/ Alaskan Native													
(2) Asian American/ Pacific Islander													
(3) Black (Non-Hispanic)					·								
(4) Hispanic										-		_ 	

10. STATEMENT OF SERVICE/COMPONENT AFFIRMATIVE ACTION(S)
THE GOAL OF THE NAVAL RESERVE IS TO ENSURE THAT MILITARY JUSTICE IS APPLIED WITHOUT DISCRIMINATION.

b. THE NUMBERS IN COLUMN B ARE:

9.4. THE NUMBERS IN COLUMN A ARE:

(6) Other/Unknown

(7) TOTAL

(5) White (Non-Hispanic)

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DISCIPLINARY ACTION ARE REPORT TO AREA COORDINATORS PER JAGINST 5800.9A WITHOUT REFERRAL TO COMNAVRESFOR. COUPLED WITH THIS REPORTING PROCEDURE IS THE ABSENCE OF ANY AUTOMATED DATA GATHERING SYSTEM BY WHICH RESULTS OF DISCIPLINARY ACTION COULD BE CAPTURED FOR THE NAVAL RESERVE. IN VIEW OF THE FOREGOING AND AS AUTHORIZED BY DOD DIRECTIVE 1350.3, THE NAVAL RESERVE WILL NOT ASSESS THIS CATEGORY FOR FY 89. 11. ASSESSMENT
INCIDENTS OF APPLICATION OF MILITARY JUSTICE IN THE NAVAL RESERVE HISTORICALLY HAVE BEEN INFREQUENT. REPORTS OF

THE NAVAL RESERVE IS ATTEMPTING TO INCORPORATE REPORTING OF INCIDENTS OF MILITARY JUSTICE INTO AN EXISTING DATA BASE ACCESSABLE TO THE NAVAL RESERVE. MUM

	1				PAR	r II - DA	TA FROM	PREVIO	PART II - DATA FROM PREVIOUS FISCAL YEARS	L YEARS						
上	FY 88	ASSESSMENT	ENT	A.A. SUBJE NONJUI	JBJECT JUDICIAL A	AND JUDI	JUDICIAL PUNISHMENT	IN I SHME!	TN	b. CATEGORY DISCIPLINE	PLINE					
	PACKED	2	1	MALE		ف	1	FEMALE		7.	۲	TOTAL	F		FOR OSD USE	
	GROUPS	٧	8	C (A+B)	D (OSO use)	4	8	(A + d)	D (OSD USE)	∢	8	(A + 8)	D (OSD use)			
$ \varepsilon $	American Indian/	DATA NO	NOT AVAI	AVAILABLE FO	FOR THIS	YEAR								į		
	Asian American/ Pacific Islander															\neg
ē	Black (Non-Hispanic)															
₹	Hispanic															
<u>s</u>	White (Non-Hispanic)															
<u>©</u>	Other / Unknown															
ε	TOTAL															
	87	ASSESSMENT	ENT	4.a. SUBJECT NONJUDICIAL	ſ	AND JUDICIAL		PUNISHMENT	Ţ	b. CATEGORY DISCIPLINE	ORY					
	TRACKED	2	1	MALE		9	3	FEMALE		7.	ř	TOTAL		8. F	FOR OSD USE	
	GROUPS	4		C (A.8)	D (OSD LINE)	4	B	C (A+B)	D (OSD use)	4	æ	C (A + B)	D (OSD USE)			\neg
ε	American Indian/	DATA NOT	or AVAI	ABLE	FOR THIS	YEAR										
€	Asian American/															
Ē	Black (Non-Hispanic)															
€	Hispanic															
(\$)	White (Non-Hispanic)															\neg
9	Other / Unknown					_										
ε	TOTAL.	·														
	86	ASSESSMENT	ENT	A.A. SUBJE NONJUD	BJECT UDICIAL A	AND JUDICIAL		PUNISHMENT	ıŢ	b. CATEGORY DISCIPLINE						
		5		MALE		9.	FEA	FEMALE		7.	ĭ	TOTAL	-	8.	FOR OSD USE	
	GROUPS	٨	8	C (A+8)	D (OSD use)	A	8	C (A+B)	D (OSD use)	٨	8	(A + 0)	D (OSD user)			\exists
ε	American Indian/ Alaskan Native	DATA N	NDT AVAI	ABLE	FOR THIS	YEAR										\neg
	Asian American/ Pacific Islander													ļ		
(3)	Black (Non-Hispanic)															\neg
	Hispanic															
3	White (Non-Hispanic)															
(9)	Other/Unknown															1
5	TOTAL															\neg
8	DD Form 2509 Reverse, DEC 87	irse, DEC	87					(10-2							1